Factors That Influence The Employment Of People With Disabilities From Low- To Medium-Income Countries

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Abstract
Background: *Limited research has been undertaken in people who identify as disabled from low- to middle-income countries and its influence on employment. The aim of this paper is to review the evidence in the context of understanding how the disabilities of people influence their ability to gain or remain in employment in low- to medium-income countries.*
Materials and Methods: *A rapid evidence-based assessment (REA) research design was utilised. A REA is a constrained (modified) systematic review. Six articles were reviewed following a database search conducted from January 2014 to January 2023 in order to summarise the barriers and facilitators that influence the employment of people with disabilities.*
Results: *Most articles focussed on the structural barriers, attitudinal barriers and the lack of awareness of negative behaviours on disability. The facilitators included gaining an understanding of disability and developing a strategy and vision for disability management.*
Conclusion: *Future research is needed to investigate hidden disabilities and its influence on employment from low- to medium-income countries.*
Key Words: *Disability, Employment, Review, Low Income Countries, Medium Income Countries*

I. Introduction

The world's population today constitutes about 15% of people who identify as disabled, which is an increase of five percent since the 1970s, with most living in low- to middle-income countries [1], yet limited research has been undertaken in this population from these countries and its influence on employment. According to Jenkins *et al.* [2] factors such as economic, political and social status of a country can significantly influence the prevalence of disabilities. Furthermore, the United Nations Flagship Report [3] estimated that between 60%-90% of people with disabilities are employed, and most of the unemployment is in low- to middle-income countries. It has been reported by the World Report on Disability [4] that difficulties encountered by people with disabilities include negative opinions and feelings towards disability, poor service provisions and inadequate delivery, accessibility issues, no or poor funding opportunities to develop and marginalising people with disabilities when it came to planning consultations on the future. Banks *et al.* [5] reported that people with disabilities have poorer educational credentials, was not usually employed, and consequently lived in deprivation. Mitra *et al.* [6] found that most people with disabilities relied on social security and welfare grants. This provides only a limited amount of money to cover the basics of shelter and food, but not enough to pay for the development of knowledge and skills required to enter the workforce [6]. Cobley [7] suggested that the most imminent solution was asking governments to take heed of the problem and when implementing policies and legislation to involve people with disabilities, and in particular focus on educational levels, health and employment needs. However, despite the recommendations by Cobley [7], according to Mitra and Sambamoorthi [8] people with disabilities continue facing difficulties when accessing education, health and employment and continue to be marginalised when it comes to being included in decision making.

Being disabled and gaining employment is considered an important school-to-work transitional outcome [9]. They want to live as independently as possible and feel productive by contributing to the workplace and economy [10]. However, despite the skills, experience and qualifications people with disabilities may possess, there are many factors that contribute to whether they secure employment. These factors include the support of their community, family and/or friends and their personal attributes [11]. It is reported by the National Longitudinal Transition Study-2 that those with a disability and who find work within a few years of leaving school tend to remain and engage in full time work compared to those that were unemployed for longer periods [12]. Madaus *et al.* [13] reported that people with disabilities and identified as female were less likely to find employment than those who identified as male. Hogansen *et al.* [14] stated that people with disabilities and

had parents that were educated are more likely to support their children gain employment, and furthermore *Benz et al.* [15] showed that those who went on to attain a degree and develop academic skills were twice more likely to get a job. Internationally, the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) [16] and the community-based rehabilitation guidelines [17] advocates for inclusivity of people with disabilities, with a particular emphasis on those that come from low- to medium-income countries. However, what was consistent across the world regarding opportunities for employment for people with disabilities were discriminatory attitudes especially from those that occupied positions of authority [18].

With staff shortages and aging populations organisations are under enormous pressure to competently deliver services and an inclusive workplace is likely to mitigate some of these factors by attracting people with disabilities to work for them. By lifting people with disabilities out of situations where there are limitations in opportunities to gain economic empowerment, their reliance on welfare benefits is reduced. Philpott [19] argued that to address the limited opportunities of employment for people with disabilities it is important that collaboration with different stakeholders and networking opportunities are strengthened for inclusion and participation in work opportunities. The problem and concerning trend with organisations in the present times is that they are fragmented because of the limited resources that are available and consequently they do not train and prepare people with disabilities to enter or remain in work [20]. Some of the issues that organisations need to address include making sure that policies have adequate concepts about disability and that training is provided to management so that they are sufficiently prepared to interpret and implement the policies at the service level [21]. The need for a positive attitude and self-esteem in people with disabilities seeking to gain employment has been recognised as one of the most important facilitators to gaining employment [22]. The other factors that have been recognised include being mentored and supported, having reasonable adjustments being implemented and correct application of the relevant legislation and policies [23].

II. Materials And Methods

Research design
A rapid evidenced-based assessment (REA) was used as the research design. A REA is used for the purpose of reviewing information within the evidenced-based literature where little is known about an operational or workplace management problem [24]. It is a constrained (modified) systematic review that is undertaken when evidence is required to support quick decision making in a short time frame to implement corrective action [25]. Secondary research was used in which data that is already published is collected, summarised and analysed [26]. Both quantitative and qualitative articles were selected from electronic databases for the study.

Analysis of articles
The documents selected for this study were articles from electronic databases. These articles were analysed using the McMaster University Critical Review Forms [27]. These critical review forms were used because they provide the criteria to assess the quality and information of published studies [28]. These critical reviews forms can evaluate both qualitative and quantitative articles and are therefore appropriate for this study.

Data collection and search strategy
An extensive international literature search was undertaken using electronic databases Google Scholar and Medical Literature Analysis and Retrieval System (MEDLARS). An initial search revealed a paucity of research articles on this topic and therefore the search period was conducted over an extended period from January 2014 to January 2023 to ensure that sufficient literature was obtained and reviewed for this study. Numerous phrases and search words were used to gather research articles for this study, namely: disability, workers, employment, facilitators, barriers, low- to middle-income countries, International Classification of Disability, discrimination, sheltered employment, service accessibility, social participation, structural factors, attitudinal factors, employment disparity, business practices and organisational inclusivity.

Table 1: Inclusion and exclusion criteria

Inclusion criteria	Exclusion criteria
Research studies conducted from January 2014 onwards.	Research studies conducted before January 2014.
Research studies in English and those that were translated into English.	Research studies not in English and those that were not translated into English.
Research studies of people with disabilities.	Research studies of people without disabilities.
Research studies focussing on employees from low- to middle-income countries.	Research studies focussing on employees from high-income countries.

Data analysis and trustworthiness

The data analysis technique used for this study was thematic analysis in order to ascertain common themes emerging from the selected articles. This data analysis technique involves reading and re-reading the data, generating codes about common information in the dataset, then searching for themes and reviewing the themes until a defined theme emerges [29]. Trustworthiness was ensured by explaining the methodological processes in a detailed, logical and traceable way so that the readers of this study can replicate it in order to clarify the authenticity of the findings [30].

Ethical considerations

The author collected and analysed only secondary data which were already published and publicly accessible. This study did not involve the collection of any primary data from participants and therefore no personal, sensitive or confidential information were obtained.

III. Results

Study data

A search of the electronic databases using numerous phrases and search words revealed 492 research articles. These articles were filtered by removing duplication, reading the title and abstracts in relation to the exclusion and inclusion criteria of the study. As a result, nine articles were initially selected which was further narrowed to six articles, which made the final selection, after reading the articles in full. Three articles were qualitative, two were case studies and one quantitative in design. Three articles were from Malaysia, which made up the majority, two were from South Africa and one from India. A summary is provided in Table 2 of the final six articles selected for this study. The summary includes the authors(s), title of article, country, research design, methods of data collection and main findings.
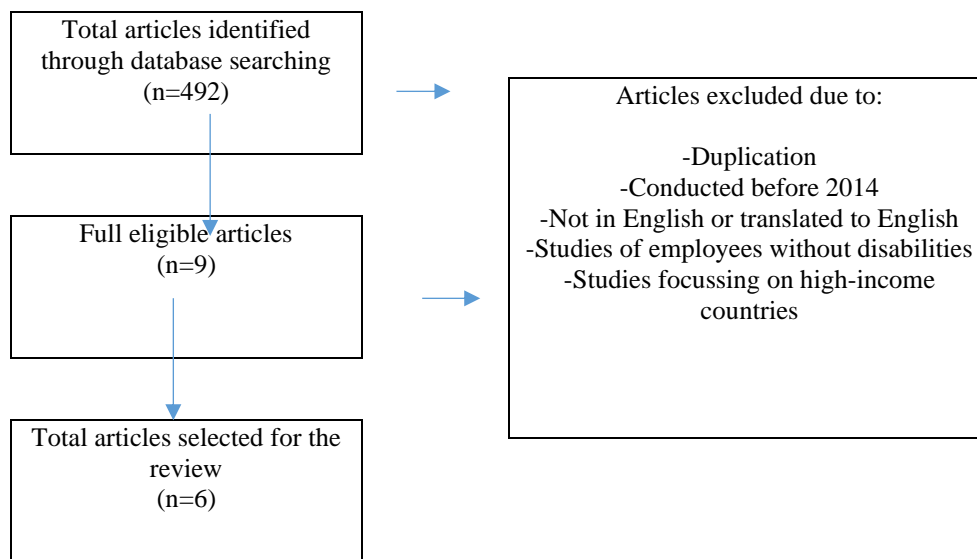

Figure 1: Flowchart of selection of articles process

Table 2: Summary of the articles

Analysis of articles

Article 1: Malaysian disabled women experiences in employment

Author(s)	Title	Country	Research design	Data collection methods	Main findings
Amin and Abdullah [31]	Malaysian disabled women experiences in employment	Malaysia	Qualitative design	Interviews	Malaysian disabled women experienced discrimination within their employment.
Gudlavalleti *et al.* [32]	Access to health care and employment status of people with disabilities in South India	India	Case study	Survey and disability records	People with disabilities experience several challenges when accessing healthcare and employment opportunities.
Harun *et al.* [33]	Employment experiences among young Malaysian adults with learning disabilities	Malaysia	Qualitative design	Interviews	Young adults with learning disabilities faced difficulties when transitioning into employment.
Ned and Lorenzo [34]	Enhancing the public sector's capacity for inclusive economic participation of disabled youth in rural communities	South Africa	Case study	Interviews and focus group discussions	Employers must note and recognise impairment and functional needs of those with disabilities.
Coetzee *et al.* [35]	Exploring career advancement challenges people with disabilities are facing in the South African work context	South Africa	Qualitative design	Interviews	There is discrimination with disabilities that are invisible and people do not inform their employers because they fear they may be discriminated against.
Yusof *et al.* [36]	Employability of vocational school leavers with disabilities	Malaysia	Quantitative design	Survey	Improvements in employability can be made by reviewing the job market to suit the type of disability.

This paper explored how the physical impairments of Malaysian woman impacted on their opportunity to find employment. This paper aligns with the aim of this study which is to provide an analysis of the evidence in the context of understanding how the disabilities of people influence their ability to gain or remain in employment in low- to medium-income countries. This study was undertaken because of the historic discrimination experiences by woman in Malaysia who identified as being disabled. Some of the discrimination included a lack of promotion, no career progressive appraisals, physical barriers in the workplace, lack of business management support including a lack of understanding about issues related to disabilities. This study was fully qualitative in design using in-depth interviews of 33 Malaysian women with mobility impairments. Examples of these impairments include traumatic brain injury, muscular dystrophy and spinal cords injury. The women came from low-income families situated mainly in rural communities. Their basic living needs which included healthcare, transport, employment and education was limited. This study was open for six months to enable recruitment of a sufficient sample size. Non-governmental organisations (NGO's) and Malaysia's Network for Disabled Friends were contacted in order to recruit the initial participants for the study. Thereafter snowballing was used to recruit further participants. Snowballing is a sampling technique whereby research participants are asked to aid the researcher to find other potential participants [37]. The lived experiences of the participants were captured using a narrative approached. Participants were interviewed twice 3-6 months apart in order to give participants time and space to reflect on the first interview and be more comfortable to discuss sensitive issues when interviewed the second time. The interviews took place within the participants' home or a non-governmental room to ensure that the environment was conducive for discussing sensitive issues. The data that was gathered by transcribed verbatim and analysed thematically using the NVivo-9 software package. This study did not mention whether ethical approval was sought. The Malaysian women

interviewed were from a range of different employment experiences. These included those that were at home and working, those undertaking professional level work and those undertaking non-professional level work. The major issues faced by Malaysian women in employment who identified as being disabled included experiencing negative attitudes in the workplace, areas of the workplace not being accessible and often being offered work in secluded areas of the community. These challenges in employment led to restrictions to their social and financial freedoms within society. This study focussed only on woman with impairments of mobility and not with other impairments. In this regard, the findings will not necessarily be transferable to people with different types of impairments. Furthermore, this study did not interview the employers of the woman interviewed and their views can be argued to be as equally important and could form the basis for further research.

Article 2: Access to health care and employment status of people with disabilities in South India, the SIDE (South India Disability Evidence) study

This paper identified people with disabilities in India to determine their health status and employment and how they accessed resources This paper aligns with the aim of this study which is to provide an analysis of the evidence in the context of understanding how the disabilities of people influence their ability to gain or remain in employment in low- to medium-income countries. This paper aimed to determine the barriers of people with disabilities in South India who are often marginalised when accessing healthcare and employment. This work was undertaken within a 10-month study period using processes that involved two-stages in order to identify people with disabilities and then match them against the age and sex of those without disabilities. The first process involved the selection of 57 key informants within the community who were asked to identify individuals that presented with disabilities. In the next stage, a therapist and physician visited all identified individuals to confirm their disability and diagnosis. The sample included 839 people that presented with disabilities who were matched against the age and sex of 1153 people that presented without a disability. A questionnaire was used to elicit information form participants regarding their health issues and employment status. Prior to piloting the questionnaire, it was translated into two local languages before using them. However, it is unclear whether a full forward-backwards translation process was conducted [38]. The data were analysed using the STATA 12.0 package. This study received institutional ethical approval prior to commencement. The difference in employments status of people that presented with a disability in comparison to those that did not identify with a disability was significant ($p<0.001$). There were also significant differences with hours worked and sex differences with more males in employment compared to females ($p<0.001$). Those who identified with a disability were also disadvantaged in terms of specialised equipment, job supervision and preference. People with disabilities also need more hospital care than those without ($p<0.001$). This study is limited because it conducted a survey questionnaire in only two districts in South India and therefore generalisation of the findings to the whole population of India cannot be made.

Article 3: Employment experiences among young Malaysian adults with learning disabilities

This paper described how people that presented with learning disabilities experience their workplace. This paper aligns with the aim of this study which is to provide an analysis of the evidence in the context of understanding how the disabilities of people influence their ability to gain or remain in employment in low- to medium-income countries. The study evaluated job stability and outcomes of employment of young adults in Malaysia with learning disabilities. A cross-sectional design was used and participants were school leavers that presented with learning disabilities. The participants were diagnosed by doctors and teachers with special education training to have learning disabilities. Participants were interviewed at an interview room at their school or at their home about their work experiences after leaving school. Participants could ask questions in order to seek clarification if they did not understand any questions. The 1:1 interview as the data collection method was therefore more appropriate than a questionnaire given that many participants had difficulty with reading. To ensure that all participants could fully engage with the processes of undertaking this study, all consenting school leaver was required to complete the Wechsler Abbreviated Scale of Intelligence (WASI) to find out their intelligent quotient (IQ). This was undertaken by a qualified occupational therapist who was trained to administer and interpret the WASI scores. Those deemed to have a high level of intellectual disability were excluded from the study. Institutional Ethics and Medical Research Committee approval was received before commencing this study. Of the 90 school leavers that consented to take part, 77 made the final selection after analysis of the WASI scores. Family, community and personal attributes were associated with the way participants engaged with their workplace. Regarding community attributes, all school leavers that received employment-related and vocational training were in employment compared to the 60.3% that had not undertaken this training. A statistically significant difference was found with community attributes ($p=0.02$). Regarding family attributes, school leavers who came from a family with low-income were more likely to be looking for work than the 55% that came from families with middle- to high-incomes. A statistically significant difference was found with differences in income ($p=0.04$). Regarding personal attributes, those that were

younger and male had a better likelihood to be employed in comparison to being older and female. A statistically significant difference was found with age and gender (p=0.02). A more comprehensive employment-related and vocational training programme is advocated for school leavers with learning disabilities.

Article 4: Enhancing the public sector's capacity for inclusive economic participation of disabled youth in rural communities

This paper described the ability of employers in being able to facilitate and support participation of youth that presented with disabilities in employment. This paper aligns with the aim of this study which is to provide an analysis of the evidence in the context of understanding how the disabilities of people influence their ability to gain or remain in employment in low- to medium-income countries. The study was undertaken to investigate how employers in South Africa support youth with disabilities participate in employment opportunities. A qualitative, single and embedded case study design was used. This study design is used when a holistic understanding is required by bounding the participants as cases within their socio-cultural context [39]. Purposive sampling was used to select employers that had insight into youth with disabilities seeking to participate in employment opportunities. The youth that presented with disabilities together with members of their family were also purposively sampled to understand their experiences of participation with the employment opportunities. Individual interviews were conducted with six employers and focus group discussions with five youth with disabilities and four family members. The individual interviews were held at the respective workplace of the employer and the focus group discussions took place in a community hall. Trustworthiness of the data was ensured by a process of member checking. This process of member checking is when participants are allowed to review the data to determine if it is accurate [40]. Data were analysed using thematic analysis. Institutional Human Ethics Research Committee approval was received prior to commencement. Two themes emerged from the interviews, namely understanding disability and identifying strategies and visions. By understanding disability the youth revealed that the focus should be on their impairment so that there is recognition on how this can be addressed in the workplace. Employers investigated many strategies and visions that could aid the inclusivity of youth that presented with disabilities economically. A holistic approach could assist in finding out their needs so that economic and social inclusion can be promoted.

Article 5: Exploring career advancement challenges people with disabilities are facing in the South African work context

This paper explored how people that presented with disabilities experienced restrictions in opportunities to advance their careers. This paper aligns with the aim of this study which is to provide an analysis of the evidence in the context of understanding how the disabilities of people influence their ability to gain or remain in employment in low- to medium-income countries. This study was undertaken within a South African workplace. The study used a qualitative design and a descriptive phenomenological research method to gather the experiences of people that presented with disabilities. A retail and finance company in Gauteng, South Africa was selected as the research site. Semi-structed interviews were utilised to interview the participants at their place of work. According to King and Horrocks [41] interviewing participants at their place of work can influence what participants disclose or not disclose. The authors made the participants as comfortable as possible during the interviews to mitigate any bias. A purpose sampling technique was used whereby only those that freely and voluntarily disclosed their disability were invited to participate. The sample comprised 15 employees with multiple declared disabilities including impairment of hearing, amputation and partial sighted. Interviews were captured via tape reordering and then transcribed by the researcher and analysed using content analysis. Data trustworthiness was ensured by using a second independent professional transcriber to confirm transcription accuracy. The study confirmed that Institutional Research and Ethics Committee approval was received prior to commencement. Two themes emerged from the interviews, namely challenges in career advancement and demographical impact on career advancement opportunities. However, this study is limited because it only selected participants from the Gauteng region and with a sample size that was small. Consequently, generalisations cannot be made to all people that presented with disabilities in South Africa regarding their perceptions to advance their careers. Future research must therefore focus on different geographical regions, cultures and language groups to capture information from a wider range of participants that identify as being disabled.

Article 6: Employability of vocational school leavers with disabilities

This paper described the ability of vocational school leavers in Malaysia that presented with disabilities on gaining employment. This paper aligns with the aim of this study which is to provide an analysis of the evidence in the context of understanding how the disabilities of people influence their ability to gain or remain

in employment in low- to medium-income countries. This study was undertaken to explore how vocational education and skills training supported school leavers with disabilities become employable. The study used a quantitative design and surveyed 350 school leavers with disabilities at only one school. The disabilities included vision impairment, learning difficulties and partial loss of hearing. The survey was mailed to all school leavers that completed vocational education and skills training. Only 99 (28%) school leavers completed the survey and returned it. SPSS was used for data analysis. This study did not confirm if Institutional Research and Ethics Committee approval was received prior to commencement. The results indicated that 69% (n=68) of school leavers that completed the vocational education and skills training found employment. In comparison, this is higher than just over a decade ago which according to the Ministry of Higher Education of Malaysia reported that only 50% of school leavers that graduated with vocational education and skills training got a job [42]. Only 24 (35%) school leavers that presented with disabilities that found employment found jobs that were in the vocational and skill areas that they were trained in. A chi-square test revealed a significant difference between disability categories (that is, vision impairment versus learning difficulties versus partial loss of hearing) among school leaver with disabilities finding employment (x^2=15,990, p<0.05). Those that had learning difficulties had the most difficulty finding employment. A review of the vocational education and skills training course for school leavers with disabilities is recommended so that these are tailored to the skills required for the jobs that are available.

IV.   Discussion

The themes that emerged following the analysis of the articles are depicted in Table 3 below:

Table 3: List of themes

Barriers	
Theme 1	Structural barriers
Theme 2	Attitudinal barriers
Theme 3	Lack of awareness of negative behaviours towards disability
Facilitators	
Theme 1	Gaining an understanding of disability
Theme 2	Developing a strategy and vision for disability

Barriers
Theme 1: Structural barriers
      Gudlavalleti *et al.* [32] identified people with disabilities in India in order to ascertain how they accessed resources in relation to their employment and health status. This study revealed that people that presented with disabilities experienced barriers to accessing resources including structural barriers. Some of these structural barriers involved inaccessible physical building infrastructure, poor transportation and inadequate personal assistance which significantly affected people that presented with disabilities. Furthermore, it found that people that presented with disabilities accessed resources more often than those that presented without a disability. If these structural barriers are not sufficiently dealt with then more people with disabilities could find it difficult to access the resources that they need. Furthermore, this study pointed to the poor understanding and knowledge of employers to the structural requirements of people with disabilities as perceived by them. The study by Amin and Abdullah [31] which explored the physical impairments of Malaysia woman and its impact on their opportunity to find employment concurred with the findings of Gudlavalleti *et al.* [32]. Amin and Abdullah [31] found that the structural barriers hindered Malaysian woman taking up employment. Those who were wheelchair users had limited or no access to the workplace building or even the outdoor working area because these were not disability compliant especially for those with mobility issues. The consequence of not being able to take up employment due to structural barriers contributed to these Malaysian women that presented with disabilities living in poverty.

Theme 2: Attitudinal barriers
      The study by Amin and Abdullah [31] which explored the physical impairments of Malaysian woman found that in addition to physical barriers, attitudinal barriers also hindered them taking up employment. Most Malaysian women that were interviewed experienced negative attitudes from both their employers and their prospective employers. According to Jahan and Holloway [43] although employees with disabilities receive the necessary vocational training to undertake the job many employers perceived their contribution to the workplace as "worthless". Furthermore, some employees with disabilities refuse to accept such attitudinal discrimination in the workplace and report this behaviour to their union [44] While taking the employer to the union can result in financial compensation, if the employer was found to be discriminatory, the psycho-emotional impact on the wellbeing of the employee can be significant [45]. In addition, Higgins [45] also reported that attitudinal barriers can contribute to restrictions to workplace social activities which often leads to employees with disabilities feeling lonely and bored. The study by Gudlavalleti *et al.* [32], which identified people with disabilities in India

in order to ascertain how they accessed resources in relation to their employment and health status, found that despite people with disabilities expressing their concerns regarding the negative behaviours within their workplace, no action was taken. According to Gudlavalleti *et al.* [32] there is a huge gap between what employees with disabilities expected and what they received and advocated for greater efforts to bridge this gap.

Theme 3: Lack of awareness of negative behaviours towards disability
The study by Coetzee *et al.* [35] investigated how people with disabilities experience restrictions in opportunities advance their careers. This study reported that irrespective of employment and equality legislation, employers still restricted career advancement opportunities for people with disabilities. Even more interesting was that fact that employers were not aware of their negative behaviours and this lack of insight resulted in people with disabilities not receiving the necessary support to help advance their careers. Dispenza [46] reported that some employers did not even have the knowledge to understand how a disability can affect progression of careers. The study by Coetzee *et al.* [35] concluded that people with disabilities were discriminated against when it came to opportunities for promotion. Kulkarni [47] reported that people with invisible disabilities also faced discrimination which led to employees feeling reluctant to disclose their disability. According to Groschl [48] it is through awareness that negative employment practices can be improved so that people with disabilities feel included and integrated at work, which in turn can give them the confidence to advance their careers.

Facilitators
Theme 1: Gaining an understanding of disability
Amin and Abdullah [31] explored the physical impairments of Malaysia woman and its impact on their opportunity to find employment. This study revealed that disability is still predominantly viewed as being impairment-focussed. This study particularly highlighted the lack of opportunity such as no career appraisals and business management support for people with disabilities. This lack of opportunity was attributed solely to their impairments due to brain injury trauma, muscular dystrophy and injury to the spinal cord. Interestingly, no consideration was given to the fact that maybe the organisation, due to its environmental or attitudinal factors, contributed to this lack of opportunities rather than the impairments of the employees with disabilities. Adjustments such as specialised workplace equipment and working from home could have been explored [49]. The findings of this paper shows that although organisations aim to be inclusive by hiring people with disabilities, they often do not take a holistic approach towards disability inclusion. Disability inclusion is more than just an awareness and understanding of disability policies, it involves implementing these policies within the work processes to support employees that identify as being disabled. To be even more inclusive, organisations can ensure that the voices of those employees that identify as disabled are taken into consideration during the process of policy development and implementation.

Theme 2: Developing a strategy and vision for disability
Ned and Lorenzo [34] described the ability of employers in supporting and facilitating participation of youth that presented with disabilities in employment. This study revealed that what employers do and what they say is different in relation to the social and financial inclusivity of youth that presented with disabilities. This difference is clear with regards to what the policy aspirations of the employers were compared to what they developed and implemented. The numerous reasons provided by Dube [50] about why disability policies are not implemented effectively include a lack of capacity, no or limited conceptual understanding of disability and poor workplace promotion of disability. Poor conceptual interpretation of disability by business managers impedes the capacity to deliver disability programmes which are necessary to inform the vision and strategy for disability. Coetzee *et al.* [35] investigated how people that presented with disabilities experience restrictions in opportunities advance their careers. The findings revealed that when the vision and strategy for disability was focussed on the individual, as opposed to impairment-focussed, opportunities for career advancement emerged. The study further highlighted that the social benefits of career advancement contributed to people with disability feeling like they are part of the whole team working together and not a group that is receiving special treatment, and the economic benefits of career advancement contributed to them gaining confidence and becoming self-reliant in order to help their families and themselves fight poverty.

V. Conclusion
This study has provided an analysis of the evidence in the context of understanding how the disabilities of people influence their ability to gain or remain in employment in low- to medium-income countries. The six articles that were analysed outlined the barriers and facilitators and there was a clear indication of the huge gap between what people with disabilities expected and what they received from management. The literature did advocate for greater efforts to bridge this gap. The structural barriers, which included poor infrastructure, poor transportation and inadequate personal assistance, were not sufficiently dealt with by management, and it made

it challenging for those that presented with disabilities who were looking for employment or were already employed. The literature advocates for awareness of how negative employment practices can be improved so that people with disabilities feel included and integrated at work, which in turn can give them the confidence to advance their careers. Organisations have assumed that by hiring employees with disabilities they can be seen to be inclusive, however, they need to take a holistic approach towards disability inclusion which they often do not. Organisations that have a clear strategy and vision with regards to disability management and more likely to support people with disabilities seeking opportunities for employment or already in-employment.

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