

# INPLASY

## Job analysis tools for the inclusion of people with disabilities in the workplace. A scoping review protocol

INPLASY202370050

doi: 10.37766/inplasy2023.7.0050

Received: 13 July 2023

Published: 13 July 2023

### Corresponding author:

Luis Vásquez-Espinoza

[luis.vasquez@ufrontera.cl](mailto:luis.vasquez@ufrontera.cl)

### Author Affiliation:

Universidad de La Frontera,  
Researcher Project Fondef  
ID22110098, Temuco, La Araucanía,  
Chile.

Vasquez-Espinoza, L<sup>1</sup>; Gomez-Lorca, K<sup>2</sup>; Gutierrez-Arias, R<sup>3</sup>;  
Velasquez, T<sup>4</sup>.

### ADMINISTRATIVE INFORMATION

**Support** - ANID.

**Review Stage at time of this submission** - Data analysis.

**Conflicts of interest** - None declared.

**INPLASY registration number:** INPLASY202370050

**Amendments** - This protocol was registered with the International Platform of Registered Systematic Review and Meta-Analysis Protocols (INPLASY) on 13 July 2023 and was last updated on 13 July 2023.

### INTRODUCTION

**Review question / Objective** Summarize the tools, questionnaires, guidelines, or scales used to evaluate jobs in the process of work inclusion of people with disabilities.

**Background** Job inclusion is a program oriented towards eliminating barriers in the selection, hiring, and permanence processes of people with disabilities within companies and organizations. This process also aims to generate suitable conditions so that these people can feel safe, respected, accepted, and valued within the company (Lourdes et al., 2017; Sampaio et al., 2017; Cardoso and Helal, 2019).

**Rationale** Various job evaluation tools exist for different disciplines. The tools used to assess the job in the context of inclusion depend on the institutions that use them. They are likely to include different variables, dimensions, or topics that directly or indirectly assess the job that a person could fill with a disability. These tools are available

in a scattered form in the literature, repositories, and governmental or scientific society sites. Therefore, collecting, evaluating, and obtaining input from them could generate an updated instrument with the necessary and relevant components for assessing jobs held by persons with disabilities. This would improve the match between people's skills and abilities and the job requirements.

### METHODS

**Strategy of data synthesis** The databases to be searched were MEDLINE (Ovid), Embase (Ovid), APA PsycInfo (Ovid), Cochrane Library, and CINAHL (EBSCOhost). The search strategy will include terms (controlled language and keywords) such as "job", "work", "workplace", "people with disabilities", and "evaluation". The search was not limited by publication date, publication status, or language of studies.

**Eligibility criteria** Participants: Studies that recruit people with any disability will be included.

However, studies that only describe a tool to assess the workplace in the context of disability without considering people will not be excluded.

**Concept:** This will include studies that analyze or evaluate jobs in the context of work inclusion of people with disabilities.

**Context:** This will include studies carried out in the context of enterprises or rehabilitation centers of any kind.

**Study design:** Primary and secondary studies will be included. Language and date of publication of studies will not limit their inclusion.

### Source of evidence screening and selection

Study titles and abstracts identified by the search strategy will initially be screened in duplicate, with studies irrelevant to this review being discarded. Subsequently, the full texts of potentially eligible studies will be reviewed to determine compliance with all eligibility criteria. In the first instance, disagreements will be resolved by consensus; if they persist, a third reviewer will determine the inclusion of studies.

**Data management** The unit of analysis will be job evaluation tools for the inclusion of people with disabilities in the workplace. Information will be extracted from the included studies by one reviewer and validated non-blinded by a second reviewer. Disagreements will be resolved by consensus or, ultimately, by a third reviewer.

**Reporting results / Analysis of the evidence** The information to be extracted will consider: 1) general characteristics of the published articles, such as name, country of researchers, year of publication, type, and purpose of the study; 2) name of the job evaluation tool; 3) assessment methods; 4) target population; 5) assessment results; and 6) advantages or limitations of the tools.

**Presentation of the results** The search results and selection of studies will be presented using a PRISMA flow chart. The results will be presented in narrative form, and tables and figures will be used to synthesize the information.

**Language restriction** No language restriction.

**Country(ies) involved** Chile.

**Other relevant information** This scoping review is part of the FONDEF project ID22110098 "Development and Validation of an Integrated Multidimensional System for the Labor Inclusion of People with Disabilities", led by Universidad de La Frontera as primary beneficiary and Universidad

Católica de Temuco as secondary beneficiary. This project is funded by the Chilean National Agency for Research and Development (ANID). The project as a whole aims to validate and adjust the integrated multidimensional system of labor inclusion implemented in a technological platform that relates the profile of the person with a disability with the profile of the job offer based on scientifically validated instruments that evaluate the functional and psychosocial dimensions, generating an automatic recommendation that streamlines the process of labor intermediation.

**Keywords** Disability; People with disabilities; Job inclusion; Employment.

**Dissemination plans** The results of the execution of this protocol will contribute to the objectives of the Fondef ID22110098 project. They will allow generating a Job Analysis proposal consistent with the objectives of the project, according to the rights approach and new paradigms in the field of disability. In addition, the results will be published in a scientific journal related to labor inclusion, social inclusion, labor rehabilitation and occupational therapy.

### Contributions of each author

Author 1 - Luis Vásquez-Espinoza - Conception of the research idea and design of the protocol.

Email: luis.vasquez@ufrontera.cl

Author 2 - Karina Gomez-Lorca - Conception of the research idea and design of the protocol.

Email: karina.gomez@ufrontera.cl

Author 3 - Ruvistay Gutierrez-Arias - Protocol review and methodological support.

Email: ruvistay.gutierrez@gmail.com

Author 4 - Tavita Velasquez - Protocol drafting and data extraction support.

Email: tavitavelasquez.to@gmail.com