

APPENDIX A: Example of the search strategy for the PubMed Database

Visually impaired employee or Vision disorders	((vision [Title/Abstract] OR visual*[Title/Abstract]) N1 (disorder*[Title/Abstract] OR impair*[Title/Abstract] OR disab*[Title/Abstract] OR disturbance*[Title/Abstract] OR rehabilitat*[Title/Abstract] OR handicap*[Title/Abstract]))
	((Low [Title/Abstract] OR reduced [Title/Abstract] OR Subnormal [Title/Abstract] OR Sub-normal [Title/Abstract] OR Diminished) N1 (Vision? [Title/Abstract] OR visual*[Title/Abstract]))
	(Blind [Title/Abstract] N1 (person*[Title/Abstract] OR individual*[Title/Abstract] OR man [Title/Abstract] OR men [Title/Abstract] OR woman [Title/Abstract] OR women [Title/Abstract] OR adult*[Title/Abstract] OR people*[Title/Abstract] OR employee*[Title/Abstract] OR staff*[Title/Abstract] OR worker*[Title/Abstract]))
	(Hemianopsia*[Title/Abstract] OR blindness*[Title/Abstract] OR visual Aid*[Title/Abstract])
	((legal*[Title/Abstract] OR congenital*[Title/Abstract] OR organic*[Title/Abstract]) N1 blind*[Title/Abstract] OR blindness *[Title/Abstract])
(AND) Preparedness	(Prepared*[Title/Abstract] OR readiness [Title/Abstract])
	Disability evaluation*[Title/Abstract]
	Personnel Management*[Title/Abstract]
	(Work [Title/Abstract] N1 (standard*[Title/Abstract] OR guideline*[Title/Abstract]) OR capacity*[Title/Abstract]))
(AND) Employment Environment	(workplace*[Title/Abstract] OR worksite*[Title/Abstract] OR Unemploy*[Title/Abstract])
	(ergonomic*[Title/Abstract] OR engineer*[Title/Abstract] OR design [Title/Abstract] OR aids[Title/Abstract] OR aid[Title/Abstract] OR rehabilitation[Title/Abstract] OR build*[Title/Abstract] OR equip*[Title/Abstract])
	(employment [Title/Abstract] OR employer*[Title/Abstract] OR labor[Title/Abstract] OR occupation*[Title/Abstract] OR career[Title/Abstract])
	("return to work"[Title/Abstract] OR "return-to-work"[Title/Abstract] OR "back to work"[Title/Abstract] OR "back-to-work"[Title/Abstract])
	(telework*[Title/Abstract] OR ((flexibl*[Title/Abstract] OR remote*[Title/Abstract]) N1 work*[Title/Abstract]))
	(precarious*[Title/Abstract])
	(independen*[Title/Abstract])

	(functioning [Title/Abstract] OR performan*[Title/Abstract])
	TI= (work NEAR/1 (environment\$ or place\$ Or location\$ Or site\$)) OR AB= (work NEAR/1 (environment\$ or place\$ Or location\$ Or site\$))

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APPENDIX B: Summary of peer-reviewed sources on vision impairment and employment.

Article	Author	Journal Details	Location of Study	Study design	Study Population	Number of participants	Aim of study
Employment chances of recently visually impaired, young, or middle-aged adults in the Swedish labour market	Jeppsson-Grassman, 1989	International disability studies	SWEDEN	Qualitative Interview design	aged 25–45-year People with visual impairment	152 men and 109 women; mean age at onset 34 years, standard deviation 5.87	The study focused on employment chances of Swedish visually impaired persons aged 25-45 years at the onset of their visual impairment, and who were employed at that time.
Development of a tool for the assessment of employment preparedness specifically for persons who are blind or partially sighted	Shaw et al., 2011	Work	Canada	Qualitative Design (Phone Interview and Online)	18 to 64 years of age, blind or visually impaired (In the labour force or will to enter the labor force)	239 Participants	To develop a psychometric tool to assess preparedness for employment for persons who are blind or visually impaired.
Unemployment and under-employment in adults with vision impairment: The RVIB Employment Survey	McCarty et al., 1999	Australian and New Zealand Journal of Ophthalmology	Australia	Qualitative Interview design	247 participants aged 19 to 59 years. 48% male. 148 employed and 99 unemployed.	250 people participated	To describe the labour force status in Victorian adults with vision impairment and any factors associated with unemployment and under-employment.
Transition strategies for youths with sensory impairments: Educational, vocational, and independent living considerations	Luft et al., 2001	Work	USA	Not specified	People with visual impairment, professional's working with this population.	Not applicable	This article examines important educational and vocational characteristics of this population to assist rehabilitation professionals in supporting more effective transitions into employment and other adult roles.
A Second Look at Factors Associated with Employer Hiring Behavior Regarding People Who Are Blind or Have Low Vision	McDonnall et al., 2019	Journal of Visual Impairment & Blindness	USA	Quantitative survey	Hiring Managers across different company size	388	To investigate factors associated with employer hiring behavior regarding people with visual impairments, including the opportunity to hire
Employment and disability: The quest for work by blind Israelis	Deshen, 1999	Journal of Visual Impairment and Blindness 1990	Israel	An anthropological field study of 17 months' duration	57 individuals of working age who were blind prevocationally.	57	Not applicable
Strength in numbers: Creating employment consortia to assist people who are blind and visually impaired to secure jobs	Candela et al., 2002	Rehabilitation and Education for Blindness and Visual Impairment	USA	Case Study	direct service employment specialists	two consortia that consist of individuals who assist people who are blind and visually impaired to secure employment.	To describe the activities of two consortia that consist of individuals who assist people who are blind and visually impaired to secure employment.

Job-Search Activities, Job-Seeking Barriers, and Work Experiences of Transition-Age Youths with Visual Impairments	Cmar et al., 2021	Journal of Visual Impairment & Blindness	USA	Longitudinal quasi-experimental study (Survey)	88 youths with visual impairments age 15–22 years	88	to describe the job-seeking and work experiences of transition-age youths with visual impairments
Eyes on the workplace	(Cowen, 1986)	A report: Based on proceedings of a Conference Working Group on Aging Workers and Visual Impairment (Washington, DC, February 1986).	USA	Not applicable	Not applicable	Not applicable	Not applicable
Career and College Readiness: A Summary of Two Sessions at the AFB Leadership Conference on Orientation and Mobility and Transition Services for Students with Visual Impairments	Danaher, 2019	Journal of Visual Impairment & Blindness MAR-APR 10.1177/0145482X19847046 DOI:	USA	Delphi study (conference presentation)	Teenagers with visual impairment	Not applicable	To validate the Orientation and Mobility Career, College, and Community Readiness (CCCR) Standard domains.
Predictors of competitive employment of VR consumers with blindness or visual impairments	Darensbourg, 2013	Journal of Vocational Rehabilitation 38 (2013) 29–34 DOI:10.3233/JVR-120618	USA	Retrospective population-based study	Individuals with blindness or visual impairments who have received services from state vocational rehabilitation agencies,	3,610 cases	To investigate the relationships among demographics and competitive employment outcomes of vocational rehabilitation consumers with blindness or visual impairments.
Placing visually impaired clients through temporary employment agencies and staffing agencies	Farnsworth, 1999	Journal of Visual Impairment & Blindness	USA	Narrative/ opinion piece	Rehabilitation Service provider.	Not applicable	To describe the importance of working with staffing agencies to improve employment opportunity for people with vision impairment.
Informed decision making on assistive technology workplace accommodations for people with visual impairments	Mandy et al., 2003	Work	USA	Retrospective population-based study	Cases from the JAN database that involve people with vision impairments were examined	Not applicable	This article describes the five-step process for selecting appropriate AT (Assistive technology) for individuals with vision impairments in workplace accommodations developed by the Job Accommodation Network (JAN)
Career advancement for young women with visual impairments	Hutto et al., 1997	Journal of Visual Impairment & Blindness	USA	qualitative research study (interview)	Six successful female college graduates who are legally blind	case study of 6 participants.	To suggests interventions for maximizing the career potential of female adolescents with visual impairments.

Addressing employers' safety concerns about workers with visual impairments	Wolffe et al., 1998	Journal of Visual Impairment & Blindness	USA	A debated issue	Not applicable	Not applicable	To addressing Employers' Safety Concerns About Workers with Visual Impairments
Development and Adaptation of an Employment-Integration Program for People Who Are Visually Impaired in Quebec, Canada	Wittich et al., 2013	Journal of Visual Impairment & Blindness	Canada	Cohort study	Clients with visual impairment, who were neither employed nor in school were recruited to participate in the preemployment program	Nine Clients	To develop and pilot-test an innovative approach in program design with the goal of improving employment outcomes and to supplement existing services at MMRC. (MAB-Mackay Rehabilitation Centre (MMRC, formerly the Montreal Association for the Blind and the Mackay Rehabilitation Centre).
Assessing the readiness of blind persons for vocational placement	Wilson, 1974	New Outlook for the Blind	USA (New York)	Narrative/ opinion piece	Not applicable	Not applicable	To explore the relationship between work to the psychological need of clients.
Making those who cannot see look best: effects of visual resume formatting on ratings of job applicants with blindness	Wang et al., 2010	Rehabilitation Psychology	USA	Between-subjects design, (Experimental design).	Experienced Human Resources personnel	249 participants.	To investigate the question of how individuals with blindness are perceived by prospective employers and the role that visual presentation of their credentials plays in initial evaluations of hire ability
Resolutions of ADA title I cases involving people who are visually impaired: A comparative analysis	Unger et al., 2005	Journal of Visual Impairment & Blindness	USA	Descriptive Case Study	Data were obtained from the EEOC's Public Information Division	Cases involving 3,294 people who are visually impaired (that is, are blind or have low vision) and compare the pattern to that of case resolutions involving all other people with disabilities (n = 186,468).	To examine the manner in which the Equal Employment Opportunity Commission (EEOC) resolves complaints of employment discrimination under the ADA by people who are visually impaired, both in absolute terms and in comparison, to case-resolution practices concerning all other ADA Title I complainants.
User needs evaluation of workplace accommodations	Williams et al., 2006	Work	Netherland	A user need Survey	People with impairment	510participants	To understand the needs of workers with functional limitations and the types of workplace accommodations commonly used.

A job-seeking skills program for persons who are blind or visually impaired	Ryder et al., 1995	Journal of Visual Impairment & Blindness	USA	Cohort study	Job seekers with visual impairment	Small group (No specified number)	To describes the methods used to help the participants increase their employability and discusses the characteristics of the program and the participants that influenced readiness for employment
A tool for helping workers identify their on-the-job accommodation needs	Rumrill, 1999	Journal of Vocational Rehabilitation	Netherlands	Interview based	Workers with visual impairment.		To help workers identify their on-the-job accommodation needs.
Individualized functional work evaluation and vision: a case study in reasonable accommodation	Robertson, 2011	Work	Canada	A Case study	A worker with visual impairment	A participant	To produce an individualized functional work evaluation.
A Study and Development of Workplace Facilities and Working Environment to Increase the Work Efficiency of Persons with Disabilities: A Case Study of Major Retail and Wholesale Companies in Bangkok.	Pruettikomon et al., 2018	Scientific World Journal	USA (New York)	Mixed research methods	120 participants who worked in the three major retail and wholesale companies. The participants were 30 physically disabled people, 30 who were visually impaired, 30 with hearing impairment, and 30 trainers of the disabled to identify problems, obstacles, and needs	30 participants with visual impairment	(1) To study the theories, issues of workplace facilities, and environments in existing offices and use the resulting information to develop guidelines for large retailers and wholesalers in Bangkok. (2) To design workplace facilities and environments for people with disabilities to reduce problems and work barriers and increase work effectiveness in department stores, retail and wholesale companies in Bangkok, using the principles of universal design. (3) To test the effectiveness of the design of workplace facilities and environments for people with disabilities in department stores, retail and wholesale companies in Bangkok.

Work environment of blind computer specialists in Japan	Nagaoka et al., 1997	Disability and Rehabilitation	Japan	Questionnaire based	Participant in this study were blind and braille users, and were employed as computer specialists	17 participants	To investigating the circumstances in the workplace of computer specialists with visual impairment in Japan through telephone interviews.
Employers' attitudes toward hiring individuals with visual impairments	Papakonstantinou et al., 2019	disability and rehabilitation	GREECE	Questionnaire based	Private sector employers	196 participants	This study examines: (a) the attitudes of 196 private sector employers toward hiring individuals with visual impairments and (b) the impact of the employers' individual characteristics (age, gender, and educational level), attitudes toward visual impairment, social contact with them, and the form of business entity on their attitudes toward hiring such individuals.
The Effect of Career Mentoring on Employment Outcomes for College Students Who Are Legally Blind	O'Mally et al., 2016	Journal of Visual Impairment & Blindness	USA	A longitudinal experimental study	People and mentors with visual impairment.	77 Participants	The study provides the first empirical evaluation of the effectiveness of a career mentoring program for legally blind college students.
Impact of low vision on employment	Mojon-Azzi et al; 2010	Ophthalmologica	11 Europe Countries	Retrospective population-based study	Based on data from the Survey of Health, Ageing and Retirement in Europe (SHARE). 31,115 individuals in collected in 2004 in 11 European countries and in 2005– 2006 in Israel.	Data collected from 31,115 individuals	To investigate the influence of self-reported corrected eyesight on several variables describing the perception by employees and self-employed persons of their employment.
The Americans with Disabilities Act: Emerging issues for ophthalmologists	Blanck et al., 1994	Ophthalmology	USA	Descriptive Case Study	Ophthalmologist	Not applicable	To help ophthalmologists understand the impact of the ADA's employment provisions on people with visual impairments and their potential employers.

Employment lifestyle training: A new approach to vocational rehabilitation teacher services	Bowman et al., 2007	Rehabilitation and Education for Blindness and Visual Impairment	USA	Retrospective study	Not applicable	Not applicable	To discuss changes that the Texas Division for Blind Services made in its vocational rehabilitation program to increase competitive employment opportunities for vocational rehabilitation consumers who are blind and visually impaired.
Job-Readiness Programs Are Foundational to Successful Employment Outcomes	Farrow et al., 2019	Journal of Visual Impairment & Blindness	USA	Cohort study	People with impairment	84 participants	To explore one agency's program to provide job-readiness skills for individuals who are visually impaired.
Legal blindness and employment in patients with juvenile-onset macular dystrophies or achromatopsia	Fishman et al., 1998	Retina	USA	Questionnaire based study	People with juvenile-onset macular dystrophies or achromatopsia	52 participants	The Purpose of the study is to gain information about the employment status of legally blind patients.
The relationship of personality traits to the employment status of persons who are blind	Hagemoser et al., 1996	Journal of Visual Impairment and Blindness	USA	Questionnaire based study	People with visual impairment who had been employed full time for at least two years and Group 2, who had been unemployed for at least two years.	118 subjects	To determine how the personality characteristics of individual blind persons relate to their chances of employment.
The missing link: Real work experiences for people who are visually impaired	Hanye, 1995	Journal of Visual Impairment and Blindness	USA (New Jersey)	Not applicable	People with visual impairment	Not applicable	To help visually impaired individuals who are seeking to enter or reenter the work force by providing instruction in self-awareness, vocational exploration, resume writing, grooming, interview skills, and follow-up procedures.
Becoming a blind teacher in Turkey: A long journey	Koca-Atabey, 2016	Work	TURKEY	Narrative study	A blind teacher	1	To provide a narrative of the journey of a visually impaired 35-year-old man towards becoming a teacher.



Effectiveness of a business development training for rehabilitation counselors who work with consumers who are blind or visually impaired	Michele C. McDonnall, PhD and Zhen Sui, PhD	Rehabilitation Counseling Bulletin	USA	cross sectional study	80 counselors and counselor supervisors	80 Participants	To evaluate the initial effectiveness of a business development training for rehabilitation counselors who work with consumers who are blind or visually impaired.
The Relationship Between Perceived Computer Competence and the Employment Outcomes of Transition-aged Youths with Visual Impairments	Zhou et al., 2013	Journal of Visual Impairment & Blindness	USA	Longitudinal transition study	Data on 200 in-school youths and 190 out-of-school youths with a primary disability of visual impairment	390 participants	The study reported here explored the relationship between the self-perceived computer competence and employment outcomes of transition-aged youths with visual impairments
Barriers to employment identified by blind and vision impaired persons in New Zealand.	La Grow et al., 2005	Social Policy Journal of New Zealand	New Zealand	Interview based	95 participants with vision loss aged 18 and 64, with 59 has employed and 36 were not employed.	95 participants aged 18 and 64, with 59 has employed and 36 were not employed.	To identify the barriers to employment experienced by blind and vision-disabled people in New Zealand, and to gather suggestions for ways of overcoming those barriers from those most affected by them.
Workplace Discrimination and Visual Impairment: A Comparison of Equal Employment Opportunity Commission Charges and Resolutions Under the Americans with Disabilities Act and Americans with Disabilities Amendments Act	Callie et al., 2017	Journal of Visual Impairment & Blindness	USA	cross-sectional retrospective database analysis	Not applicable	Not applicable	To identify where to focus resources regarding specific aspects of employment based on perceived discrimination and outcome resolutions from individuals with visual impairments.
Geographic Variation in Employment for U.S. Adults by Visual Impairment Status	Tran et al., 2022	Journal of Visual Impairment & Blindness	USA	Retrospective population-based study	2016, 2017, and 2018 BRFSS survey participants aged 18–64 years	Not applicable	To determine whether contemporary employment rates for U.S. adults with and without visual impairments differed at the national, regional, and state levels.
“Employment Is Everyone’s Job”: An Important Reminder for the Field of Visual Impairment	McDonnall, 2022	Journal of Visual Impairment & Blindness	USA	Opinion piece	Not applicable	Not applicable	To addresses many of the key barriers to employment for individuals with visual impairments.

Turning a blind eye to employers' discrimination? Attitudinal barrier perceptions of vision impaired youth from Oslo and Delhi	Chhabra, 2021	Disability and Society	Oslo, and Delhi	Exploratory case study(interviews)	Young Adults with visual impairment	12 from Norway based in Oslo and neighbouring cities and 17 from India based in Delhi and neighbouring cities)	To compare previously un-researched employment barrier perceptions within the labour market encountered by YAVI while accessing employment opportunities.
Changing Employers' Implicit Attitudes About the Competence of People Who Are Blind	McDonnall et al,2022	McDonnall, M. C., & Antonelli, K. (2022). Changing Employers' Implicit Attitudes About the Competence of People Who Are Blind. <i>Journal of Visual Impairment &amp; Blindness</i> , 116(3), 361–372. <a href="https://doi.org/10.1177/0145482X221105512">https://doi.org/10.1177/0145482X221105512</a>	USA	Experimental Study	Hiring managers and vocational rehabilitation professionals	57 hiring managers, Two VR professionals, one sighted and one blind,	To examine the impact of a meeting between a vocational rehabilitation (VR) professional and a hiring manager on these beliefs, or implicit attitudes, about the competence of people who are blind.