Environmental Factors Affecting Sustainable Employment of Persons with Visual Impairment: A Qualitative Approach

[1]Dr. Faiza Jaleel
[2]Khalil Ahmad
[3*]Faisal Amjad

[1]Lecturer (Special Education), Department of Special Education, Division of Education (DoE), University of Education, Township, Lahore, Punjab, Pakistan.
[2]M.Phil. Scholar (Special Education), Department of Special Education, Division of Education (DoE), University of Education, Township, Lahore, Punjab, Pakistan.
[3*]PhD Scholar (Special Education), Department of Special Education, Division of Education (DoE), University of Education, Township, Lahore, Punjab, Pakistan.
[1]faiza.jaleel@ue.edu.pk, [2]khalil.ahmad@ue.edu.pk
[3]amjadfaisal40@gmail.com

Abstract

Sustainable employment shares the concept of employment in which both parties benefit by interaction of the employee and the employer. The aim of this study was to have insightful information about the issues on the environment influences of permanent employment of persons with visual loss. Qualitative case study research design was employed to do the following checking of environment factors in details and depth. Triangular data in visual loss were taken as collected by the employers and observed on employees with visual loss among the colleagues. The data of 15 employees with visual loss in their eyes were sampled using objective sampling as the method which was adopted, and 10 employers and fellow workers in 15 different educational institutions within the province of Punjab were observed. The interview key was developed to gather information. It is the interview guide which was prepared under the influence of a number of indicators of environmental determinants of a lasting employment: among these parameters such should be listed an access to furniture, an access to the materials, and technological innovation. The social model of disability was used to form the interview guide. Thematic data analysis was applied in the interpretation of data. Installed by the researcher, translated the interviews, and read the interviews again and again. Then researcher codes and themes were prepared from collected data. It was found that with the employee's visual loss, they faced various hurdles of durable environmental factors and employment at the workplace. Viewed colleagues and employers told that employees were not known about the use of the latest technologies with visual loss in the workplace. Recommendations were provided based on the findings.

Keywords: Employees with environmental factors, supportable employment, and visual impairments.

INTRODUCTION

The ability to work is one of the most important and fundamental human rights, and lawmakers work to ensure that people with special needs can participate in activities that generate cash. The different rights of the individuals with special needs such as the outlined rights to employment, social welfare, and the removal of institutional, environmental, and cognitive obstacles are backed by human rights and social models of disability. However, it has some effects on the people with special needs. Consequently, this study advised the government to make necessary steps to ensure that the employees with special needs are accommodated in the workplace by using equity (MacKay, 2006; Tsetsegmaa & Ariunbileg, 2022).

Sustainable employment enables employment and allows employees to work at liberty by achieving the various opportunities through a work-enhancing environment; they perform their tasks at their will and not merely by the instructions by their employers. Employment is the benefit of both parties, i.e., society and employees. Welfare of employees includes their satisfaction and professional growth to nourish their family commitments and lifestyle. This research reveals a lot of facts, which comprise individual factors, environmental factors, societal factors, and technological factors as well. Numerous aspects of sustainable employment were revealed in the course of this study to possibly comprehend how they can be implemented without any external dependences. It is very crucial to build a network between all these aspects to develop a prospective society. It is essential to encourage a more organized and network-based procedure (Koves, 2015; Gürbüz et al., 2023).

Moore (2019) conducted a study that found that employers require more of an employee with some prior job experience and a belief system about employment, which persistently has an influence on decent work and sustained employment. The working capacity of individuals with visual disability is influenced by a lot of aspects that directly influence it, i.e., societal, personal, and environmental. It is also important to embrace the persons with special needs in professional environments with the vocational rehabilitation and intervention services. Disability-related beliefs and prejudices affect individuals with visual impairments greatly, providing numerous challenges and inequalities (Dalal, 2006). Some of the religion-based beliefs, such as Hinduism, and the Hindu community in India follow this belief that disability is due to the evil deeds of parents in their past life, and it affects their next generations. These beliefs showed disappointment and dishonor among persons with special needs (Mitra, 2008).

There are even those saying that PWDs end up begging in the streets or become errand boys of the bloggers because their families refuse to accept them. Claims that the male leaders of Asian rural societies have negative outlook towards people living with disabilities (PWDs) that will translate to low expectations that members of their own family will have on PWDs and thus the segregation of their co-workers and the formation of organizations besides the ones. The United Nations Convention on the rights of persons with disabilities has been and is being accepted and signed by India in 2007, with the rights of persons with disabilities act, signed and accepted in 2016. In this act, the secret organizations in the private sector are also to possess the Equal Opportunity Policy to People with Disabilities and maintain auditable records as well (Kalargyrou, 2014; Furlan, 2025; Agunyai & Ojakorotu, 2021).

The civic society had taken a large role in developing a rehabilitation model based on a medical perspective (remedial in nature) there was nothing of the type to rehabilitate to

employment or a career. Family support is the greatest influence in the professional development and achievement of a person. The saddest part is that the disabled are often exposed to the lowered expectations of their parents especially when they go to special schools. This is more so in cases where the disabled is put in special education program. Inadequacy of a central database on the peculiar issues that persons with disabilities encounter in various countries poses a significant impediment towards augmenting the employment rate among persons living with disabilities. The opinions and the first hand experiences of the disabled people are crucial elements that need to be addressed to help to understand the difficulties more (Kalargyrou, 2014; Bongo et al., 2018).

In spite of the presence of ableism, people with disabilities are still treated as inferior and incompetent. Our members have proved that every disabled person is not a prey to an unpredictable and devious society. People with disabilities and the society can be made to collaborate in career development. Family obstacles have a very considerable influence on the studies and work that VI individuals are engaged in. As suggested by Carlson, other families and parents (who are supposed to care about their youngsters with VI) are facing family-work dilemmas. Family commitments are also known as the vital figure, which is loss of actual working hours (Campbell, 2009; Dattas & Sabir, 2021).

RESEARCH OBJECTIVES

The study was aimed at:

1. Examine accessibility of material in order to support permanently blinded employees to have employment sustainability at the office.
2. Inspect the availability as well as accessibility of pieces of technology innovations in the sustainable employment of persons having visual impairment.

RESEARCH QUESTIONS

The study questions were:

1. Which are the factors of material availability that relate to sustainable employment among the visual-impaired employees?
2. Which are the kinds of availability and accessibility issues of technological innovations that impact on sustainable employment of people with visual impairment?

LITERATURE REVIEW

This matter of sustainable employment of the persons with visual impairment has just been more applicable, given the current global trend of inclusions and accommodations of their social users in the workplace and the fast-increasing technological innovations. New opportunities as well as continuing barriers are evident in recent scholarly work, and there are several processes that contributed to the achievements, including legislative developments, social awareness campaigns and the spread of assistive technology (Ormazabal-Goenaga et al., 2021).

The issues of disability in the working environment are based on physical and structural barriers faced by the visually impaired people. Research shows that poor workplace design is the biggest problem in job retention and satisfaction since it involves poor infrastructure in the workplace like discrimination of the right furniture, poor layout of a building, and the unavailability of the tactile information which gives guidance in work. These barriers can be related to the lack of orientation and mobility support which are

further enhanced by the necessity to have universally designed environments (Jaleel & Ch, 2023; Ogedengbe et al., 2024; Ibor, 2025). Even the organizations that show their awareness regarding the inclusion policies fail in their actual practice highlighting the existing difference between official strategies and real accessibility (Kuseyinovna et al., 2025; Gellérné et al., 2024).

The workplace culture is affected by leadership, size, publicity and policies and this factor has a huge implication in the integration and maintenance of the employees who are visually deprived. The larger an organization is, the better the chances that they will have formalized its policy of inclusion of the disabled. But the employers still have negative challenges and imaginings about being productive and accommodating costs and this may in some cases create discriminating hiring or assignment behaviors (Sabar et al., 2024; Pandey & Chandwadkar, 2025; Saini et al., 2025). Studies are also stressing the need to conduct continuous disability awareness educations and establish effective partnerships between employers and the vocational rehabilitation services with a view of developing inclusive workplaces (Ogedengbe et al., 2024; Mattila, 2024).

The emergence of increased usage of assistive technology (AT) is a transformation that is creating prospects and problems to visually-impaired employees. Modern studies demonstrate that terms of job independence and productivity are positively influence by such ATs as screen readers, magnification tools, and specialized software, which can be measured (Kruse et al., 2024; Zeng et al., 2024). The situation is, nevertheless, unstable with regard to access to GA, training to use the AT, and access to digital material (Boydstun et al., 2024; Zeng et al., 2024). Specifically, the progress in the assistive interfacing technology has a direct positive impact on the self-efficacy and work engagement of employees who have visual impairment, and the drawbacks in the organization support or the digital infrastructure may neutralize this positive effect (Zeng et al., 2024).

This situation has prompted the booming assistive technology industry across the globe to serve the needs of visually impaired members of the society because of the escalating standards of independent living as well as the increased use of technology in work environments. Market trends also show that an increased access to mainstream and specialized technology will improve employment opportunities by eliminating most of the conventional restrictions to entry to the marketplace (Zorrilla et al., 2024).

In addition to the physical and technological issues, the social attitude and people relations are very important factors that determine employment success. The visual impairment may exacerbate its emotions and the ease of becoming stigmatized, isolated, and marginalized within the workplace with regard to social activities at the workplace. What is more, the studies point out that vision impaired women potentially have different job opportunity, satisfaction, and adjustment issues than men, which also influences the necessity of more conditional policy approaches toward them (Aftab et al., 2024; Uiras et al., 2024).

These have been altered greatly in the differentiated organization, national, and international level designs of policy especially when led by calls of mainstreaming the focus on the people with disabilities by bodies like the ILO and UNDP. The latest strategic papers attach importance to universal design, reasonable accommodation, and establishment of hostile-free work environments since these principles are the basis of optimality regarding the accessibility and sustainability of employment opportunities (Pesci & Dzhamangulov, 2023; van de Meerendonk et al., 2024). Their usability is usually hindered by proper implementation and continuous consultations with organizations of

persons with disability (Jabeen et al., 2024; Kuseyinovna et al., 2025). This is also supported by the recent surveys of global employees; showing that there was still reluctance in the disclosure of disability or demand of accommodations which may indicate that the attitudinal barriers are maintained despite the regular statements of commitment to inclusion (Widelska & Murphy, 2023).

The new studies indicate that sustainable employment among people with visual impairment is determined by the combined factor of environment adaptation, technology growth, workplace culture, and policymaking practice. Targeting structural barriers, increasing the access to assistive technology, as well as promoting a value- and inclusive organizational climate are determined as the key pathways to positive future directions. Further analysis of the effectiveness of interventions and active involvement of all participants in the process are the principles that are central to realizing authentic inclusion in the workplace and sustainable employment among people with visual impairment (Sabar et al., 2024; Ogedengbe et al., 2024; Kruse et al., 2024; Zeng et al., 2024; Mattila, 2024; Ibor, 2025; Gutterman, 2024).

METHODOLOGY

Research Design: Case study research design served to investigate the "environmental factors that hinder sustainable employment of visually impaired employees."

Population: Visually impaired workers who served in educational institutions across Punjab province made up the research population.

Sample: Research data was gathered from 15 visually impaired employees found within the various educational sectors that include special education schools and higher education institutions. The study constituted visually impaired staffs working in either the public or privately run facilities. Seven special education school workers participated in the study, while four employees worked at the college level and four others worked at the university level. The research analysis included teachers from both the male and female groups.

Research Tool Instrument: The researcher employed the main research tool in the form of semi-structured interviews. The primary research instrument was a research-developed protocol of a semi-structured interview. The interviewing process employed semi-structured statements of 14. The interview protocol contained demographic variables as part of its elements. The field experts carried out validation tests of the instrument. The researchers included expert suggestions into their interview protocol after receiving feedback from professionals in the field.

Environmental Factors

- **Availability & Accessibility Material**
- **Technological Innovations**

Data Collection: Researchers visit visually impaired personnel, and first they contact such people to obtain the consent to record interviews. After getting the consent, researchers conducted semi-structured interviews by face-to-face meeting. Usually, interviews were obtained with consent, and memos and notes were also taken by the researchers. The interviews were carried on until the researchers began to gather the recurrent responses and the information hit the saturated mark.

DATA ANALYSIS AND DISCUSSION

Thematic analysis was used to analyze data. The recorded interviews were transcribed and followed by translation of the transcribed interviews. Researchers go through the translated interviews several times to attain the in-depth understanding. Sub-themes were developed by deeply reading. On the basis of sub-themes, themes were developed.

REACTIONS OF VISUALLY IMPAIRED EMPLOYEES REGARDING ENVIRONMENTAL HINDRANCES TO SUSTAINABLE EMPLOYMENT (MATERIAL ACCESSIBILITY, TECHNOLOGICAL INNOVATION)

THE VI EMPLOYEE 2 ANSWERED
The furniture system is not according to our demand. Even second hand furniture cannot be used by students; even ageing furniture will harbor any insects and this will be a disappointing aspect to us and students. Most of obstacles are also in corridors and chair classes, and all these systems of furniture are not helpful. The system should be U shaped to enable the blind teachers teach them more easily.

IN RESPONSE VI EMPLOYEE 5 SAID THAT:
Our need is not put into consideration when it comes to the selection of the furniture design. The furniture ought to be highly comfortable according to weather conditions; no tough edges of furniture is required. Even though I have less vision, I utilize the little vision that I have, however, majority of my colleagues who are blind utilize the corridor. The furniture must be set up following UDL and UTP. As an example, the corners of the table ought to be round. At the government department we do it according to the whole budget not on basis of what do we want. I do not consider the government to be able to provide me with a turn chair in case I require it. work placement.

VI EMPLOYEE 10 RESPONDED BY SAYING:

Employers, management and workers do not provide any mobility and orientation, yet the colleague helped me to be able to get to the office and other locations in the course of the meeting. There are quite a number of obstructions in our case as well, and when we go to walk, there is a disarray of furniture in the corridor. Owing to the fact that the stairs are not so comfortable. The building does not have a ramp.

THE (VI EMPLOYEE 12) REPLIED THAT:

We hit furniture, and then we find out that furniture system is changed. Furniture orientation of employees who have visual loss is not provided after a system change. Think thought not taken into access. Majority of my students assist in mobility.

Through thematic analysis, the above topics:

Availability & Accessibility Material (Sub-Indicator of Conceptual Framework)
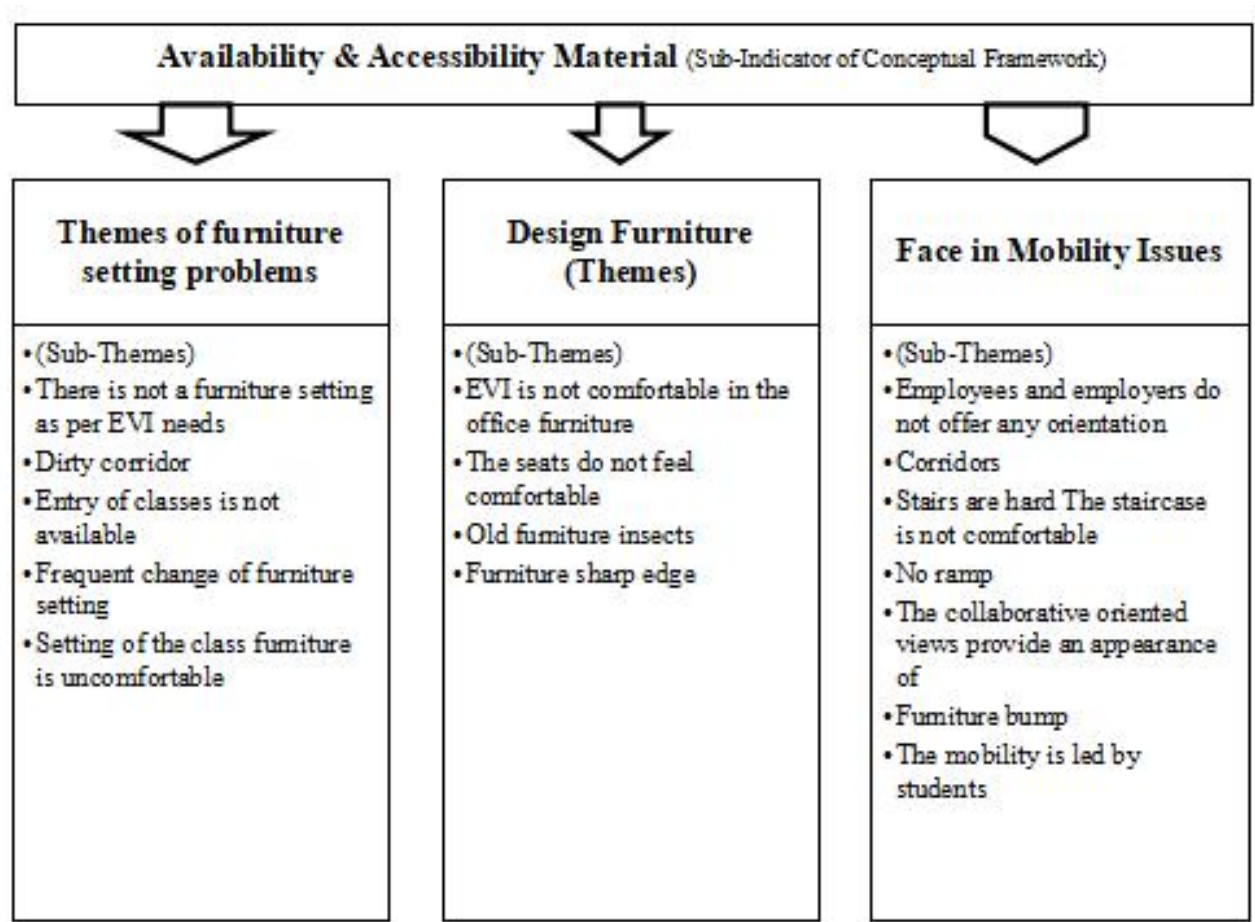
THEMES BASED ON FURNITURE SETTING AT WORKPLACE

Representation of analysis and produced subjects is reflected that most of the visually impaired employees reported that settings of furniture were not done as per their need, the gate of the class was not open, the rejecting corridors, contacting of furniture, and alteration of furniture settings usually act as barriers in the working space. Moreover, he stated that the furniture did not run smoothly and the office furniture, stairs and the chairs were uncomfortable. After several structures fell including those at the first floor that housed old furniture that had insects, the employees were complaining the ramp was not available in the building. Majority of the respondents replied that no employee and

employer or employer is given and at times colleagues and students are the drivers in the dynamics. (technological innovation)

VI EMPLOYEE 1 ANSWERED THAT

Technical support is not available. There are less computers in the computer lab, yet the teaching staff are not allowed to use them; there is no internet facility where we can locate and plan the lectures before we deliver them in our classroom. I also failed to comply with technological innovations because of the absence of electricity.

VI EMPLOYEE 3 ANSWERED

I possess laptop, cell phone and all talk software. My institute failed to offer any such facility. In my institute there is no computer and speaking software facility to the employees who had loss of seeing. I will have to set up technical facilities on myself.

WITH REGARDS TO EMPLOYEE 10, VI EMPLOYEE RESPONDED THAT:

Facilities exist but to me in inaccessible form i.e they are neither in the E-books library (inaccessible library) nor is it in an only printed form. We get programmed to tailor-fit the job environment. In case, my college has a pick and drop facility, separate rooms/ cabin to the teaching staff, a nice and ample place to the college space, and a blind offer to stay by any organization on sufferers' part to work as an employee. This will be an excellent feature to all of us.

ACCORDING TO VI EMPLOYEE 12, HE SAID:

In case my organization possess special laboratories, the internet, magnifying glasses, and gears. Making notes and lecturing on computers with a magnifier will become a very easy thing since no one has ever trained me on how to lecture or use a computer with a talking software. I educated myself on the importance of hard work on a personal basis. Proper training should be done by the blindly impaired employees with the help of an independent IT department.

AVAILABILITY

IN ANSWER TO VI EMPLOYEE 2, IT REPLIED THAT:

I was not subjected to orientation and dynamics practices and training. When walking with a cane, I experience some problems; the side with pots (plants) of the front can never open, and entry stages are in a dark color so that they can be more visible to me. It has no adequate ramps, stairs, special washrooms, and water taps.

INACCESSIBLE BUILDINGS

B3 EMPLOYEE 3 RESPONDED THAT:

Chairs are common features in the corridor and we tend to bump into chairs. And in going between corridors. In most instances, a chair of the teacher is manipulated by other colleagues and this is not convenient to the blind teacher. Settings of furniture are not supposed to rotate regularly and immoral corridors have to be open so as to facilitate unhindered and safe traffic.

VI EMPLOYEE 5 HAS RESPONDED THAT:

The colleagues that I am working with already have the background in special education, and that is why they are always cooperative. I was not out. It is especially so with my colleagues, with whom there is an improved situation in regard to us necessitating

education-based qualifications and requirements. He was attempting to give me advice and support.

AMONG THE VI EMPLOYEES THE RESPONSE TO EMPLOYEE 6 WAS:

It is mainly non-functional perkin machines, and the students need to confront with his Braille-writings on the frame. This decreases the speed of their writing and our intensive text plan is suspended. Government. In Punjab there should be one specialist to maintain Perkin machines.

TO QUESTION 9 VI EMPLOYEE 9 RESPONDED:

They also exclude us in meetings like during retirement parties. I also had a colleague who avoided meeting school staff in any kind of gathering because he was not placed on priority during such gatherings. We need someone to assist us like during meals with the people. We get lonely when we are given no attention in functions. Issues of accessibility, office setting, and infrastructure make me an isolated person.

VI EMPLOYEE 10 RESPONDED THAT:

My institute is not the least restrictive due to the reason that there are corridors and crowd areas without organization. My lecture hall needs to be at the ground floor. Braille books are not available; more students are to have large-print books, CCTV and good light. Another point, there must be a mature nudity of the system of any work. Most of the employers inform us a day earlier to make decisions about tasks, which are mostly difficult to handle. It influences my working ability when we have to attend enough extra classes.

VI EMPLOYEE 11 ANSWERED:

Of course there is security. We, as well as the students were trained by the school management after the incident involving the APS how we can get outside the building in the event of a disaster. Even though our gate is closed, no student should go out of the gate without permission, and no student not wearing a school uniform is supposed to enter the school gate without paying all the dues. Parents including parents should also be allowed to accompany the child.

VI WORKER 13 RESPONDED THAT:

There are no precautions, as safety is not been taken care of through a railing at the stairs that could be used by blind employees. form of government. The process in the sector has taken enough time to have any precautionary reserve on our behalf. The blind formats should be embossed with grills, fencing and signal employees and hence their elegant and independent walkway should take the precaution. This becomes dangerous as some of the electric boards are going downwards. Nonetheless, electric heaters are in places on shelves to ensure safety to us and to blind students.

ACCORDING TO VI EMPLOYEE 14, HE SAID THAT:

Most permanent/ senior colleagues/ teachers discriminated during assignment of subjects and I was most left out since I was not to teach my favorite subject. Senior teachers reserve direct topics with me on the basis of topics.

Through thematic analysis, the themes and subthemes were derived:

Technological Innovations (Sub-Indicator of Conceptual Context)
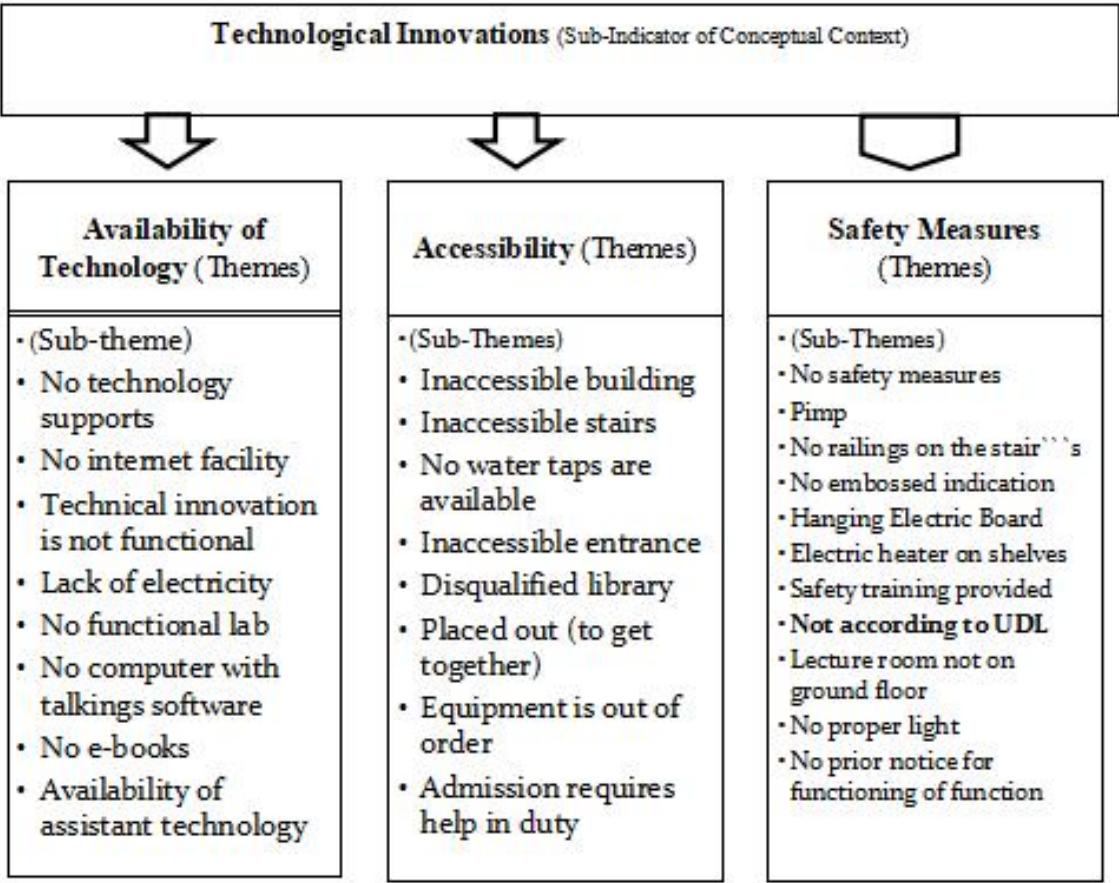
THEMES BASED ON WORKPLACE TECHNOLOGICAL INNOVATIONS

According to the analysis, these topics have been raised as the priority subjects as majority of the visually impaired employees have mentioned the internet facilities, technical advancements, and unattainable computers along with functional laboratories, talk software, e-books, and other accessories. Absence of electricity as a barrier in permanent employment was also mentioned by him. The majority of the respondents referred to the unavailability of the building (not according to UDL), stairs, entrances, and libraries. Besides, the non-availability of water taps, safety (hanging electric boards), fencing of stairs and railing; embossed signals and sufficient lighting were also non-working.

VARIATIONS OF WORK ENVIRONMENT

THIS IS AS INDICATED BY VI EMPLOYEE 1 WHO STATED:
There should be no crowd in the building, the lighting should be as they are supposed to, and the edges should be prioritized, and the walls should have the appropriate contrast that are included in the teamwork of the visually impaired employees in the workplace. I would require a flexible time frame of the task. I would like to have a flexibility on my time of arrival since I rely on the driver.
VI EMPLOYEE 3 GRUMBLED THAT:
It has a bad transport impediment, in the sense that, in case we all get to the place of work by way of government transportation, then we have to cross the road, which to a blind

person like me is very tough and secondly, most of the time, I report late to work. Thus, government. Had to assure the provision of transportation services to the blind employees.

EMPLOYEE NUMBER 4 REPORTED:

The visually impaired employees must take precautions in order to prevent accident and the safety of visually impaired individuals must be mandatory in every institute. Employers and co-workers should be sensitized on how to prevent all the risk to the employees of visual impairment. I do not have such safety measures in my institute.

ACCORDING TO VI EMPLOYEE 7, IT WAS ESTABLISHED THAT:

Politicization occurs in workplace. In case one is making any achievement within the field, co-workers start criticizing. Remarks that are founded on disability should be avoided. When I obtained my Ph.D., one of my equals stated that she is disabled; hence, she can do nothing and how is she at a high level? Consciousness of special persons is literally a change.

THEMES BASED ON RECOMMENDED CHANGES IN THE ENVIRONMENTAL FACTORS AT THE WORK PLACE

According to the given analysis and generated topics, the majority of the respondents claimed that they feel left out (in gate-tors), that they need these to assist in entry duty, and need a lecture room on the ground level. He also added that there was no pre-intimacy given to any functions or event system. Some respondents also stated that the electric heaters were located on shelves, and the students and employees were provided with the safety training. Major participants who lost their vision stated that they would like to introduce certain changes in the workplace; namely, they need to have walls with workable buildings, collaboration, means of transportation, security, sufficient light, marked edges, sufficient contrasts, a flexible time frame of work, flexibility, and comments to avoid based on disability.

DISCUSSION

The results of this research show that non-accommodative and poor furniture settings, such as worn-out, ill-fitting, and inaccessible furniture with sharp edges, were great barriers for workers with VI. Unpredictable changes in furniture placement, messy corridors, and lack of orientation also hinder mobility. Such things as poorly placed furniture and the absence of tactile signage greatly reduce the independence and productivity of VI workers in schools. Indicated that the universal design approach, including rounded corners and accessible routes, reduces the chances of harm and increases job satisfaction among VI workers (Castellucci et al., 2017). Contrary to some previous studies indicating that slight modifications of furniture would be enough, our results indicate that systemic disregard, like ignoring VI employees' feedback in the process of choosing furniture and consideration of cost over accessibility, is still a prevailing problem, particularly in government agencies (Alhasnawi et al., 2024).

One of the recurring themes of this research is inadequate available technology and assistive devices. Participants indicated a lack of access to computers, the internet, talking software, and training, which increases the dependence of employees with visual impairment on personal sources. Technological exclusion continues to be an important obstacle to employability for VI people in South Asia. The lack of accessible e-books and usable assistive equipment, like Perkin machines, also circumscribes teaching and

administrative activities, resonating with reports that highlighted the necessity of institutional investment in digital accessibility (Vincent et al., 2024).

Even so, other studies in the past have pointed towards increased progress in technology use among VI workers in more affluent nations. The present work indicates that such advancement is not global and that regional differences continue to exist, especially in resource-poor environments. This resonates with the World Health Organization's (2022) appeal for equality in access to assistive technology as a requirement for inclusive employment (Vincent et al., 2024). Respondents listed inaccessibility of facilities, no ramps, inaccessible washrooms, and limited orientation and mobility training as the major barriers. They identified physical inaccessibility as a key factor for job dissatisfaction and turnover of VI employees. Emotional effects like exclusion from social events and discrimination in the assignment of tasks were also evident, presenting the psychosocial effects of exclusion in the workplace for individuals with disabilities (Chidiac et al., 2024).

Interestingly, our results also show that peers who had special education backgrounds are more likely to be supportive and inclusion-promoting and supported disability awareness training for all employees. Yet the continued occurrence of exclusion and discriminatory treatment even in the presence of such support indicates that institutional culture and leadership are important (Al-Korbi et al., 2024).

The respondents reported that they need accessible buildings, telework arrangements, better transportation, and safety features. These suggestions align with the International Labour Organization (ILO, 2023) guidelines, calling for the need to ensure reasonable accommodations and inclusive workplace policies for sustainable employment of individuals with disabilities. The appeal for flexibility of deadlines, highlighted edges, good lighting, and the exclusion of disability comments is also consistent with and found to significantly increase employment retention and satisfaction of VI employees (Awang & Nadzri, 2023). But the absence of prior warning for events and functions and the political work culture indicated by participant's point to continued difficulties in organizational communication and culture. The improvements indicated in the workplace communication in selected sectors indicate that advancement is unequal and context-specific (Bahrain et al., 2023).

CONCLUSION

This paper has come up with the conclusion that there are several components of the environment in the workplace that are relevant in the sustenance of the employment of individuals with visual impairment. The research results show that inaccessible furniture layout, absence of technological assistance, and insufficient physical facilities have formed an obstacle to the visually impaired workers. Most of the participants identified themselves as having felt left out, not safe, and not provided with any means of support, physically and socially, in their workplace. The work also notes that there is little or no orientation and mobility support, properly designed furniture, assistive and universal features, and accessible solutions. There is also low awareness and sensitivity by the employers and other employees, which is sometimes a cause of discriminatory practices and emotional distress by the visually impaired employees.

Regardless of these difficulties, selected employees admitted to the representation of restricted sorts of assistance: help in collaboration with colleagues having special education experiences and inspiration due to the performance of students. Nevertheless,

these examples could not have been sufficient to counter the systemic inaccessibility of the workplace. To sum up, policy change and infrastructure considerations, such as adjustment and technological investment, will be necessary to ensure the development of a least restrictive, inclusive, and accessible work environment aimed at ensuring dignified, long-term employment of individuals with visual impairment. The solution to these environmental barriers can not only contribute to the increased job retention but also promote the professional well-being, performance, and equal access to the workforce.

This study confirms that environmental barriers physical, technological, and social continue to hinder the sustainable employment of persons with visual impairment. While some improvements have been noted in awareness and peer support, significant gaps remain in infrastructure, technology provision, and inclusive workplace culture. These results are largely consistent with recent global and regional research but also highlight persistent challenges unique to certain institutional and socioeconomic contexts. Future research should focus on evaluating the effectiveness of specific interventions, such as universal design implementation, targeted technology provision, and comprehensive disability awareness training, to bridge the gap between policy and practice.

Recommendations

Following recommendatios are made on the basis of findings of this study:

1. Researchers proposed some practical recommendations for enhancing inclusion and sustainability.
2. Training sessions may be organized for employers and sighted colleagues of visually impaired workers so that they will be able to comprehend the demands and needs of visually impaired workers in the workplace.
3. Accessibility and accommodation must be the core priority of organizations in order to adapt their visually impaired workers.
4. The least restrictive environment must be offered to visually impaired workers.
5. Offering transport facilities to meet transport issues.
6. Flexibility in scheduling work hours and deadlines, particularly where reliant on others to provide mobility.
7. Improved lighting and comfortable furniture to accommodate low-vision workers.
8. Safety features, such as fencing, secure stairwells, and emergency procedures.
9. Promotion of awareness by staff and employers about the needs of visually impaired persons.
10. A respectful work environment, which is free from disability-based discrimination.

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