

Changes in the work environment after the pandemic – experiences among people with disabilities

Submission date 03/12/2025	Recruitment status Recruiting	<input checked="" type="checkbox"/> Prospectively registered <input type="checkbox"/> Protocol
Registration date 04/12/2025	Overall study status Ongoing	<input type="checkbox"/> Statistical analysis plan <input type="checkbox"/> Results
Last Edited 03/12/2025	Condition category Other	<input type="checkbox"/> Individual participant data <input checked="" type="checkbox"/> Record updated in last year

Plain English summary of protocol

Background and study aims

This study looks at how changes in the work environment during and after the COVID-19 pandemic have affected people with disabilities. The goal is to understand what makes it easier or harder for people with disabilities to find and keep jobs.

Who can participate?

We are looking for people who have a congenital or early-onset disability and have experience of working before, during, or after the pandemic. This does not include daily activities, only paid work.

What does the study involve?

If you take part, you will be interviewed about your experiences of work and how the pandemic affected your working life. The interview will last about 1 to 1.5 hours and can be done individually or in a small group, either in person or online. The conversation will be recorded and later analyzed by researchers. Before the interview, we will ask a few short background questions such as age, gender, and type of work.

What are the possible benefits and risks of participating?

There is very little risk in taking part. If you feel uncomfortable, you can pause or stop the interview at any time. You may find it meaningful to share your experiences and help improve understanding of working life for people with disabilities. You will also receive a movie ticket as a thank you.

Where is the study run from?

The study is run by Lund University in Sweden.

When is the study starting and how long is it expected to run for?

The study started in September 2025 and will run until December 2026.

Who is funding the study?
The study is organized and funded by Lund University.

Who is the main contact?
The main contact is Associate Professor Johan Jarl at Lund University. Email: johan.jarl@med.lu.se.

Contact information

Type(s)

Principal investigator, Scientific, Public

Contact name

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Additional identifiers

Study information

Scientific Title

Changes in the work environment after the pandemic – experiences among people with disabilities

Study objectives

The overall aim of the project is to examine how changes in the work environment, particularly those that arose in connection with the COVID-19 pandemic, have affected labor market participation for people with congenital or early onset disabilities. The project seeks to deepen the understanding of how various aspects of the work environment can act as barriers or facilitators for this group's participation in working life.

The research problem addressed is the limited knowledge about how the pandemic's effects on the work environment have impacted already vulnerable groups—in this case, people with disabilities. The study focuses particularly on experiences and perceived changes in working conditions, accessibility, and inclusion.

Research questions:

How have people with disabilities experienced changes in the work environment during and after the pandemic, from the employees' perspectives?

Which changes in the work environment have facilitated or hindered labor market participation for people with disabilities?

Ethics approval required

Ethics approval required

Ethics approval(s)

approved 02/09/2025, Etikprövningsmyndigheten (Box 2110, Uppsala, 75002, Sweden; +46 104750800; registrator@etikprovning.se), ref: 2025-04599-01

Primary study design

Observational

Secondary study design

Qualitative method with semi-structured interviews

Study type(s)

Health condition(s) or problem(s) studied

Congenital or early onset disabilities

Interventions

The study is based on a qualitative method using semi-structured interviews. The aim is to examine how changes in the work environment, particularly those related to the pandemic, have affected labor market participation for people with congenital or early onset disabilities. The interviews are conducted using an interview guide and recorded as audio. The data is transcribed verbatim, analyzed using qualitative content analysis according to Graneheim and Lundman (2004), and coded to identify meaning units, categories, and themes. The reliability of the research is ensured through triangulation within the research team, transparency in the analytical process, and strategic sampling for variation.

Intervention Type

Other

Primary outcome(s)

1. The experiences of persons with congenital or early onset disabilities measured using interview at a single time point

Key secondary outcome(s)

Completion date

31/12/2026

Eligibility

Key inclusion criteria

1. Congenital or early onset disability, self-reported
2. Current or previous experience of competitive employment
3. Working-aged

Healthy volunteers allowed

No

Age group

Mixed

Lower age limit

18 years

Upper age limit

70 years

Sex

All

Total final enrolment

0

Key exclusion criteria

Congenital or early onset sight or hearing impairment without other disability

Date of first enrolment

08/12/2025

Date of final enrolment

08/06/2026

Locations**Countries of recruitment**

Sweden

Sponsor information**Organisation**

Lund University

ROR

<https://ror.org/012a77v79>

Funder(s)**Funder type****Funder Name**

Forskningsrådet för hälsa, arbetsliv och välfärd

Alternative Name(s)

Swedish Research Council for Health, Working Life and Welfare, Forskningsrådet om Hälsa, Arbetsliv och Välfärd, FORTE

Funding Body Type

Government organisation

Funding Body Subtype

Local government

Location

Sweden

Results and Publications

Individual participant data (IPD) sharing plan

IPD sharing plan summary

Not expected to be made available