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Promoting Occupational Health through Accessible Workplace Design for Persons with Disabilities

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Accessible workplace design is essential for improving occupational health outcomes in persons with disabilities (PWDs). This review synthesizes both global and Indian research to highlight how workplace design can significantly impact the health, productivity and retention of employees with disabilities. This narrative review integrates seminal global research and ten recent Indian studies that examine physical, technological, organizational, and policy interventions. The results indicate that universal design and targeted accommodations yield significant benefits in retention, productivity, and well-being. Indian research highlights infrastructural deficits, enforcement gaps and digital literacy barriers, underscoring the need for context-specific implementation strategies to address these issues. Recommendations include longitudinal mixed-methods research, enhanced policy enforcement under the RPWD Act, 2016, and integrated ergonomic–assistive technology interventions for holistic workplace health promotion. Although the paper does not explicitly refer to the One Health framework, which traditionally integrates human, animal and environmental health into a unified approach but several aspects of this review paper resonate with the One Health principles, suggesting potential points of connection.

Key words: Accessible workplace design, occupational health, persons with disabilities, universal design, accommodations