

# Career Sustainability for People with Disabilities: A Systematic Scoping Review

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## Abstract

Career sustainability for individuals with disabilities is an important yet underexplored topic across multiple disciplines including organizational studies, management, and social sciences. This systematic scoping review comprehensively maps and synthesizes peer-reviewed literature published between 2015 and 2025, focusing on career sustainability, inclusion, and employment challenges faced by individuals with disabilities. Comprehensive searches of Web of Science and Scopus databases yielded 87 records, which were screened using predefined selection criteria in accordance with the PRISMA framework. After rigorous screening of abstracts and full texts, 14 studies were included for thematic analysis. The included studies reveal diverse organizational practices, policy frameworks, and lived experiences that shape career sustainability. Notably, significant gaps exist in empirical research and practical strategies for inclusive career development. This review highlights the urgent need for targeted interventions and evidence-based policies to promote sustainable employment pathways for individuals with disabilities.

**Keywords:** career sustainability, disability, diversity management, organizational inclusion

