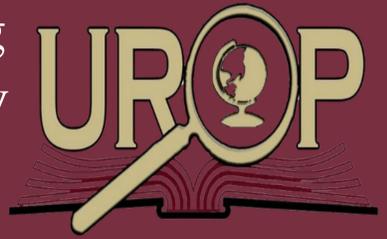


UROP: Intersectionality Between Workplace Accommodations and Aging



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Abstract

This scoping review is investigating the intersectionality between aging workers and workplace accommodations. This review specifically focused on exploring articles written over the past 33 years on four databases. These databases include: Ageline, Scopus, Science Direct, and Social Science Premium collection. The scoping review was conducted on the platform Zotero for easy article access and organization. All duplicated articles were first removed then the articles went through a multiple step screening process; the initial screening included an examination of the title and abstract. Decisions whether or not that article will be included were then made between multiple researchers with specific criteria. Articles were chosen based on the age range, which was individuals older than 50, and whether they specifically related to the research questions. Following the initial review, a secondary examination was conducted and decisions regarding inclusion and exclusion criteria were decided based on the articles entirety. This study is investigating what types of accommodations are being requested as well as different interventions being implemented.

Background

- Workplace accommodations are essential for keeping older workers in the workforce. Especially if some older workers don't have the means to retire and must continue to work in order to survive.
- These workplace accommodations can include flexible scheduling, assistive programs, and a say in their work organizational programs.
- This scoping review aims to search for the most relevant articles that relate to our study. We will be investigating the types of accommodations older workers request, as well as the trends in the diseases older workers are prone to get. For example, dementia, arthritis, and osteoporosis are all common conditions that become more prominent with age, and we will be investigating the accommodation request trends that correlate.
- The idea is to highlight some of the trends older workers are requesting to potentially make business owners more aware of the problem and keep this target population in the workforce.

Methods

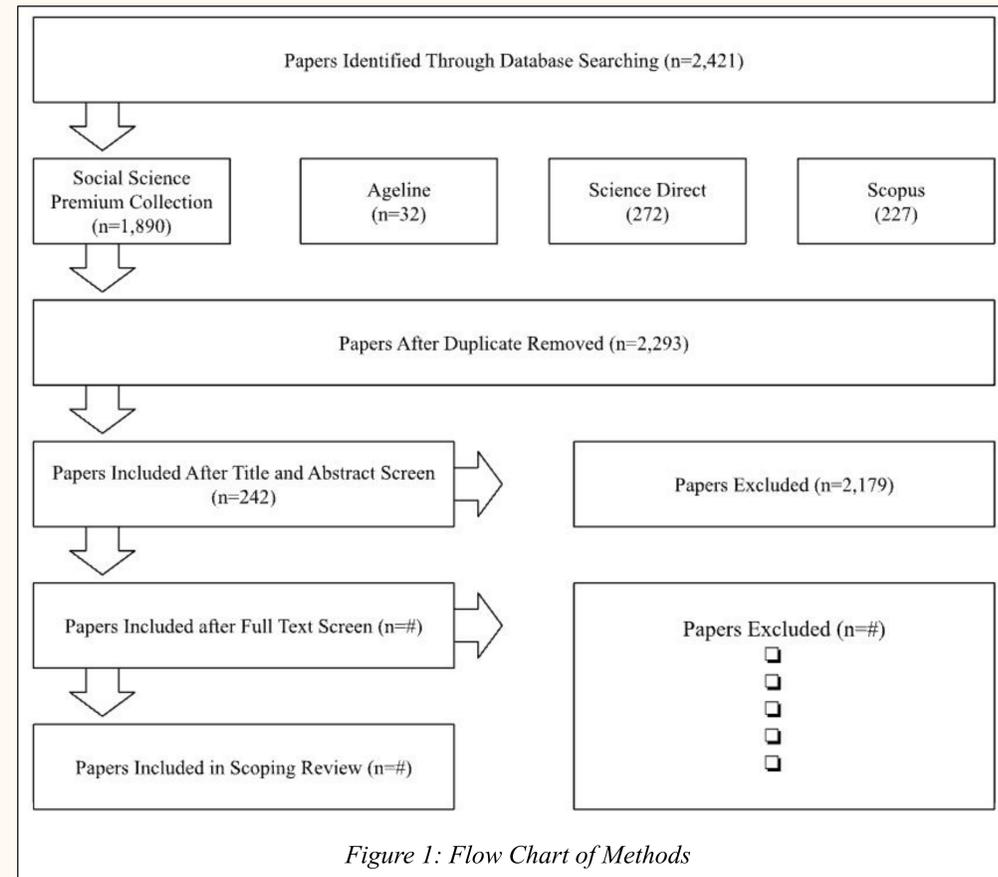
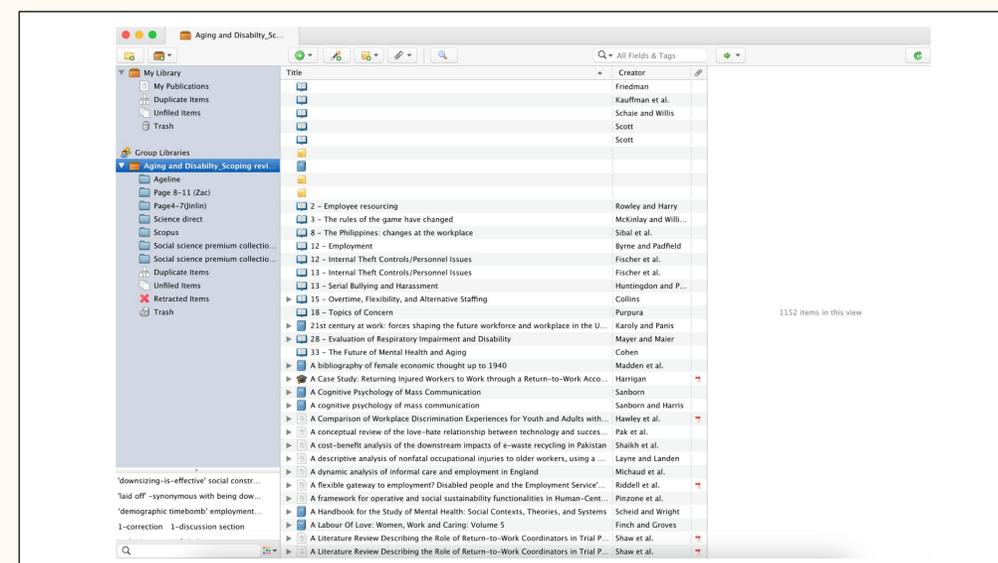


Figure 1: Flow Chart of Methods

Zotero



Results

This project is in the preliminary stages of the research, and we have yet to determine accurate results. Articles that will be included vs. excluded are being finalized and then the results will be determined following the secondary screening. Preliminary results suggest that older workers request accommodation regarding flexible scheduling and assistive programs.

Reference

- U.S. Bureau of Labor Statistics. (2019). Employment projections. <https://www.bls.gov/emp/tables/civilian-labor-force-summary.htm>
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Conclusions

Additional analysis is necessary to explore deeper into the accommodations being requested, the rate accommodations are being requested and approved, factors that influence workers on disclosing their disabilities, and interventions that are available. Therefore, initial insights provide a valuable starting point; however, a more comprehensive exploration is necessary to fully understand the complexities of accommodations for aging workers.

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