

# An overview insight into employment of disabilities at workplaces around the world – a review of the literature

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**Abstract:** Many people with disabilities still face difficulties and obstacles trying to secure employment. Organizations are doing more and more to improve employment opportunities for people with disabilities (PWD), because it is in their best interests, due to factors such as a dearth of skilled workers, a lack of trained workers, a rise in the prevalence of disability among their labor groups, as well as in the laws and public attitudes supporting workplace fairness and diversity. This article used a qualitative methodology and conducted a thorough evaluation of the existing literature using a variety of different databases such as Science Direct, Springer, Google Scholar, JSTOR, and Elsevier, which were used to identify various research articles related to the employment of PWD. We looked at research on the advantages of hiring people with disabilities, as well as HR management procedures with reference to recruiting persons with disabilities, and also investigated the methodology this literature used. Our findings demonstrate that the advantages of employing disabled individuals are many. To better understand how advantages may differ by disability type, industry, and work type, more research is required.

**Keywords:** People with disabilities (PWD), employment, diversity, HR practices, review.

**JEL classification:** M14, O15

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## Introduction

Nearly 15% of people worldwide are disabled (World Health Organization, 2011, 2018). Due to the combined effects of a growing world population and increasing life expectancy, this proportion has been increasing (Albrecht, 2015; Hay et al., 2017; United Nations Fund for Population Activities, 2018). The food chain, genetics, medical and technological advancements, armed conflict, natural calamities, and societal or environmental events all have an increasing effect on the quality of life and disability survival rates (Moore, McDonald, & Bartlett, 2018; Stough, Ducey, & Kang, 2017). More than one billion people have “long-term physical, mental, intellectual, or sensory impairments that, in combination

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with various barriers, may hinder their full and effective participation in society on an equal basis with others.” This figure must be understood in the context of an increase of 5% in the related population segment since the 1970s (Iriarte, McConkey, & Gilligan, 2015; United Nations [UN], 2006). Hence, people with disabilities (PWD) are entering the workforce in greater numbers as a result of the aging workforce and the equal opportunity employment movement (Zhu, Law, Sun & Yang, 2019). In addition, the most important factors in industrial jurisprudence, social justice and industrial peace are advanced through promoting diversity in the workplace. People with disabilities (PWD) can have a greater opportunity to participate in society on an economic and social level if their workplace is diverse.

One of the major diversity groups in the workplace is comprised of workers with disabilities (Hyland & Rutigliano, 2013). Many have claimed that, because of their high unemployment rate, people with disabilities are underutilized as a labor pool and that employers will want to hire from this pool to fill the labor shortage brought on by demographic changes as baby boomers retire and are replaced by fewer new workers (Fredeen, Martin, Birch, & Wafer, 2013; Kruse, Schur, & Ali, 2010; Schur et al., 2014). Worldwide, organizations are finding that people with disabilities (PWD) are an increasingly relevant topic. The primary causes are a shortage of skilled labor, an aging labor force and a rise in the prevalence of disabilities, as well as modifications to societal perspectives and regulatory frameworks to promote PWD participation in the workforce. (Baldrige, Beatty, Boehm, Kulkarni, & Moore, 2018; Baumgartner, Dwertmann, Boehm, & Bruch, 2015; Kulkarni, 2016). In addition, both the prevalence and understanding of disability are rising globally (World Federation for Neurological Rehabilitation, 2015; World Health Organization, 2011). Despite the stigma associated with disability (McLaughlin, Bell, & Stringer, 2004), the work performance of people with disabilities is often viewed positively (Baldrige et al., 2018; Konrad, Moore, Doherty, Ng, & Breward, 2012).

Furthermore, persons with disabilities (hence referred to as PWDs) are frequently described as the largest minority population in the world, who frequently have their rights violated and who can experience discrimination (Bickenbach, Rubinelli, & Stucki, 2017; Luo & Wang, 2017). Moreover, disability affects 20% of the world's poorest people. Approximately 80 percent of disabled individuals live in developing countries (Eide, Muderredzi, Braathen, & Stray-Pedersen, 2017). As work/life balance is influenced by a variety of factors that are unique to each management and employee and can vary over time (Mladenović & Krstić, 2021).

There is a growing body of research on the benefits and achievements of recruiting disabled individuals. Combining this literature can draw attention to its advantages of integrating disabled individuals into the workforce and, eventually, changing perceptions about them. The primary goal of this study is to examine recent research on the employment of people with impairments, the HR management strategies for doing so and the techniques employed, and the methodologies used to examine employment across various countries around the world. More specifically, analysis is done on sixteen qualitative and quantitative articles that were published between 2011 and 2020.

## **1. Literature review**

### **1.1. Disability definition**

According to the United Nations (UN, 2006, p. 4), the definition of people with disabilities is that it is the term used to describe people who have chronic physical, mental, intellectual, or sensory disabilities that, when combined with additional barriers, may prevent them from fully and equally participating effectively in society when compared to others. Moreover, disability is characterized as limitations in one's own actions, impairments in one's body structures and functions, and obstacles to social interaction (Peter, Geyh, Ehde, Müller, & Jensen, 2015), in accordance with a widely accepted biopsychosocial framework of disability in which it is understood as involving the interaction of a person's personal, environmental, and personal elements with their state of health (World Health Organization, 2011).

Additionally, in many aspects, physical impairment is different from intellectual disability. Physical disability is a dysfunction that is permanent or ongoing in a body part (Kim & Kang, 2003). It comprises chronic medical illnesses, such as cardiovascular diseases and respiratory issues, as well as sensory and musculoskeletal concerns (Carroll, 2004). Examples include multiple sclerosis, cerebral palsy, and spinal cord damage (Gammeltoft, 2018).

There are also intellectual handicaps, such as substantial impairments in cognitive functioning and adaptive behavior as shown by problems in conceptual, social, and practical adaptive skills (Schalock, Luckasson, & Shogren, 2007, p. 118). As examples, Bartram et al. (2021) cite Down syndrome, Fragile X syndrome, and Prader-Willi syndrome. PWDs are essentially those who have long-term physical, mental, intellectual, or sensory disabilities that may make it challenging for them to engage in society completely and effectively when paired with other circumstances. (Persons with Disabilities Act, 2008). Over 15% of the world's population, or more than one billion people, are predicted to have a handicap, according to the World Health Organization (2020). PWDs are a vulnerable population because the majority of them have lives without any support as a result of poverty. The percentage of PWDs living in poverty is significantly higher than that of those without impairments, according to numerous previous studies (Agyei-Okyere et al., 2019; Opoku, Mprah, Dogbe, Moitui, & Badu, 2017; Pinilla-Roncancio & Alkire, 2021; World Health Organization, 2011). Moreover, unemployment or low pay/income even while employed is a significant factor in why they lead such a life.

### **1.2. Challenges of employment for those with disabilities (unemployment of persons with disabilities)**

Because previous disability management research has mostly focused on attitudes and discrimination against employees with disabilities, there is a gap in the literature covering

the work and life experiences of employees with disabilities (Santuzzi & Waltz, 2016; Zhu et al., 2019), or mechanisms underlying job satisfaction or job performance among workers with disabilities (Baumgartner et al., 2015). However, people with disabilities continue to face discrimination despite the existence of several international, regional, and national laws and regulations, because their right to decent employment is frequently not upheld. Employers are starting to understand that, of all the resources at their disposal, their people are their most precious asset (Dramićanin, Perić, & Pavlović, 2021). A diverse workforce gives employers access to a range of skills from workers who bring varied viewpoints, backgrounds, abilities, and disabilities to the office. The reality is that people with disabilities have been neglected and treated with pity or protection rather than with respect (Wehab & Jaafar, 2018).

The World Health Organization (WHO) estimates that one billion people, or about 15.6% of the global population, are disabled, making them the largest minority in the world (WHO, 2011); (UN, 2006b). According to the International Labour Organization's most recent statistics on employment (Murray, 2012), 470 million people in the world's working-age population are disabled. There are currently 1.1 billion individuals living with disabilities worldwide, making PWDs one of the largest minority groups (World Health Organization, 2018). Unfortunately, despite this, PWDs continue to face disproportionately high rates of underemployment, unemployment, and work instability compared to the overall community (Beatty, Baldrige, Boehm, Kulkarni, & Colella, 2019). A rising body of research has focused on how to combat these long-standing job inequities while making better use of the high-skilled labor pool that PWDs represent (Lengnick-Hall, Gaunt, & Kulkarni, 2008; Schur et al., 2014).

### **1.3. Diversity and PWD employability**

Businesses must support diversity and endeavor to create more inclusive workplaces because diversity has the potential to boost productivity and competitiveness (Green, Johnson, & Adams, 2002). Current empirical evidence has demonstrated that workforce diversity and inclusive work practices are essential for an organization's sustainability, development, and success in today's globalized world. (Cletus, Mahmood, Umar, & Ibrahim, 2018; Kaur & Arora, 2020; Tamunomiebi & Dienne, 2019). Hence, employees are the foundation of an organization's operation (Petković & Rapajić, 2021). Despite all the advantages, people with disabilities are a vulnerable heterogeneous group that has consistently been barred from entering the labor market.

Organizations' diversity and inclusion plans rarely include disability as a diversity dimension (Miethlich & Oldenburg, 2019). Also, it is one of the aspects of diversity management that businesses still find difficult to understand (Waxman, 2017). PWDs should therefore be acknowledged as human resources with talent, creativity, and special talents (Buciuniene & Kazlauskaite, 2010; Hashim & Wok, 2014). The substantial improvements in science, technology, architecture, and ergonomic design mean that, together with PWDs' skill sets and abilities, there are more opportunities available to them, allowing them to contribute more effectively to the workforce (Barnes & Mercer, 2005; Pérez, Romeo, & Yepes-Baldó, 2018).

## **1.4. Advantages in the employment of people with disabilities**

From a broader perspective, disability inclusion in human resources is becoming more widely acknowledged as a way to improve the sustainability and competitiveness of businesses (Mooney & Baum, 2019). Furthermore, according to research, people with disabilities can have highly successful jobs and can act as mentors and role models for others in the workplace (Noonan et al., 2004). Also, they are dedicated workers who do not necessarily have a high turnover rate (Hernandez et al., 2008). Although they have always been a crucial component of the working process, employees' roles and significance have evolved over time (Đorđević, Ivanović, Lepojević, & Milanović, 2021). Workers' unique attitudes toward various corporate endeavors are fundamental to the development of organizational behavior forms and models (Nikitović, Penjišević, & Somborac, 2023).

According to empirical data, employees with impairments are more motivated, more productive, and are more likely to remain employed than people without impairments. They also experience fewer occupational accidents (Houtenville & Kalargyrou, 2012; International Labor Office, 2010; Hartnett, Stuart, Thurman, Loy, & Batiste, 2011). Hiring PWDs has more intricate and profound cultural and stakeholder consequences as a result of businesses' CSR and sustainability ambitions and the sustainability agendas of enterprises, making it more than just a pressing economic matter (Kuznetsova & Yalcin, 2017; Waxman, 2017; Williams, 2017). Also, both the employer's and the employee's perspectives can be used to assess the effects of teleworking. With this kind of job, businesses may hire more workers and members of specific groups, such as people with disabilities (Taboroši et al., 2022).

## **2. Research methodology (review methods)**

This review of the literature was conducted by the authors using a selected methodology (Helewa & Walker, 2000). The procedure involved conducting a preliminary literature review, selecting and accessing the literature, evaluating the quality of the literature, and then analyzing and summarizing the results (Green et al., 2006). This strategy was adopted to offer a reliable, fundamental source of knowledge about the subject. It ranks lower in the hierarchy of evidence because the standards utilized were laxer than those of a systematic literature review.

### **2.1. Search strategy and data sources**

In this literature review article, we aim to critically evaluate and summarize the peer-reviewed research on the advantages of hiring persons with disabilities, so this research is a literature review of academic papers published in the last 10 years (between 2011-2020). Because it is a descriptive study, this research adopts a qualitative methodology. In order to

select relevant papers, we considered the following databases: Science Direct, Springer, Google Scholar, JSTOR, and Elsevier. As the paper tried to examine the benefits of employment disabilities and HR procedures in PWD employment, the keyword combination of these two words was used to gain access to various related articles. Other than these, keywords such as disabled employee, HR and disabilities, and diversity were also used.

This initial search turned up more than 73 prospective articles on a variety of subjects. In order to limit the search results, after reading the abstracts, a first screening was carried out, excluding articles not relevant to the search and to the goal of the review. For additional research, we exclusively chose papers that addressed the subject of “employees with disabilities,” which led to a collection of 16 studies. We analyzed those papers by following the systematic review process (SLR) (Tranfield, Denyer, & Smart, 2003; Denyer, Tranfield, & Van Aken, 2008). Additionally, after examining the abstracts, important conclusions were drawn from the published articles’ full texts (see Table 1 for full list). We searched for articles that were published between 2011 and 2020. To find more articles, we manually searched through the reference lists of every article that was included.

## **2.2. PWD employment around the world**

Similar employment rates for the disabled population in developed nations are revealed by research from the WHO (2011). The employment rate of people with impairments who were working age as of 2003 in several countries is highlighted by the data below: the Netherlands, 39.9%; the United Kingdom, 38.9%; and Canada, 56.3%; Australia, 41.0%; Poland, 20.8%. These figures give the impression that just a small portion of the world’s disabled population is employed and are similarly comparable to those in the United States.

According to the UN’s 2017 report, only 45 nations have anti-discrimination legislation and regulations. The employment rate disparity between individuals with disabilities and people without disabilities ranges by up to 40% in the United States and many European nations (Hungary, Netherlands, Romania, and United Kingdom), and it is larger in some nations, such as Peru (UN, 2017). PWDs are more likely to get jobs in Turkey, Luxembourg, and Greece. A retreat from the anticipated aims or social goals may be shown by the adoption of terminology such as human rights, diversity, inclusion, and equal opportunities through organizational systems and processes, indicating ineffective organizational change (Williams, 2017; Vornholt et al., 2018), or rhizomatic, disputed methods of organizational life (Jackson & Carter 2007), even in the most highly educated and controlled societies (Priestley, 2007). PWDs experience major entrance hurdles in their labor markets, which contributes to the gap between policy formulation and company implementation (Vornholt et al., 2018; Kulkarni & Lengnick-Hall, 2014).

## **2.3. Employment of people with disabilities**

People with disabilities are entering the workforce in greater numbers as a result of the aging workforce and the drive for equitable employment opportunities (Zhu et al., 2019). Disability is a significant aspect of diversity in the workplace, but identity-conscious approaches have long been the foundation of business diversity management techniques

(Gould, Harris, Mullin, & Jones 2020). The identity-conscious approach to diversity management for people with disabilities identifies particular disabled employees and develops management programs that meet their requirements, such as workplace accommodations.

*Table 1 summarizes the selected literature for the research analysis and provides a general overview of the methodology used in various many countries, as well as the objectives and the key findings.*

Author / Year	Country	Methodology	Objectives	Key Finding
Araten-Bergman (2016)	Israel	Longitudinal survey Interview	This longitudinal study examines the relationship between managers' views and intentions, and actual PWDs hiring by putting to the test a model that incorporates demand-side characteristics, and elements of the theory of planned behavior	The intention to hire disabled individuals and positive views toward them are frequently ineffective. Instead, disability training and the existence of a stated disability employment policy were found to be important recruiting factors.
Bengisu & Balta (2011)	Turkey	Survey	To investigate the effects of hiring people with disabilities	Employing persons with disabilities benefits the hospitality sector (improves service effectiveness and quality)
Huang & Chen (2015)	Taiwan	Qualitative interviews	This study's goal was to look at the perceptions of Taiwanese employers who had long-term experience of hiring people with disabilities.	Promotions are based on competence and performance reviews relating to the job, and disability as a consideration was viewed as irrelevant. When employers have prior contact with PWDs, their opinions regarding hiring PWDs may change. Therefore, educating firms on the benefits of hiring persons with impairments is a crucial tactic for employment creation.
Henry et al., (2014)	USA	Qualitative method	To examine how businesses see the difficulties and recommendations associated with recruiting people with impairments	Employing people with disabilities has advantages. A broader client base, an expanded talent pool, enhanced brand loyalty, and an inclusive workplace culture are benefits for employers and organizations, particularly those aiming to diversify their workforces. Innovations in the support systems and modifications to employer hiring procedures may also lead to a rise in the employment of people with disabilities.

Hemphill & Kulik (2016)	Australia	Interview	To examine employment practices of employers and determine which mainstream employers most frequently employ those with disabilities	Employers who have previously hired people with disabilities are more likely to hire them.
Jones, & Latreille, (2011)	United Kingdom	Qualitative / secondary data using the Labour Force Survey (LFS) data	This article examines the decision about self-employment in the UK for workers with and without disabilities.	This article looked at the reasons why self-employment rates are greater among employed people with disabilities than among non-disabled people. This may be a reflection of the options that self-employment provides for the former to accommodate; decisions were based on job schedules, hours, and locations that accommodate their impairment
Kulkarni (2016)	India	Interviews	To identify hospitality industry leaders in diversity and related business practices and to research the advantages and difficulties of recruiting persons with impairments	Initiatives for career development should be inclusive of both employees with and without disabilities, without promoting or discouraging discrimination of any kind and assuring equal opportunity for all workers, both those with and without impairments, and providing for their needs.
Kuo & Kalargyrou (2014)	USA	Single-factor experimental design	To investigate consumers' perceptions of restaurants that employ persons with impairments	Customers exhibited a low level of positive intent to purchase from restaurants employing people with impairments. For gatherings with friends and family rather than with coworkers or business partners, patronage at restaurants that hired persons with impairments was greater.
Kuiper et al. (2016)	Netherlands	Interviews	To investigate how human relations and values affect the employment of those with impairments	Establishing and maintaining relationships with others, being able to make a positive impact, having an income, and being a part of a community are some of the reasons why people with disabilities value work.
Kwan (2020)	China	Interviews	This study reveals that by supplying office amenities, professional surroundings, a compassionate attitude, and job expectations, socially responsible HR practices can significantly improve the employability of people with disabilities, demonstrating the relationship between CSR	After being hired, PWDs were given training as a beneficial measure; this also featured visits, small lectures, role-plays, and demos. PWDs were given the opportunity to master the fundamental vocational skills required for the hospitality industry as well as work ethic. Additionally, assistance was provided for co-workers on how



			and PWD employment.	to interact and cooperate with PWDs.
Michna et al., (2017)	Poland	Interview/survey	This paper aims to present the results of an empirical investigation on the preferences, expectations, and requirements of disabled persons and medium-sized and micro companies in connection to employment in small and medium-sized businesses.	Positivity toward PWDs is influenced by formal compliance (32.5%), and self-personality (43.9%), and presentation (21.1%). Employers want to provide people with disabilities access to general and vocational training, and they cite the need to help people with disabilities develop their social and personal skills (such as speaking, cooperating in a group, and using the phone).
Owen et al., (2015)	Canada	Interviews and focus group	To investigate the application of social return on investment for collaborators and their families who work with people with disabilities	People with disabilities increased their independence and self-confidence. Social inclusion and wellbeing also improved
Pérez-Conesa et al., (2020)	Spain	Survey	This study provided an answer to the question of what aspects, linked to HR management, facilitate the labour inclusion of individuals with disabilities	Promoting the employment of people with disabilities in a setting with a normalized inclusive culture is the responsibility of human resources managers. Implementation of a deliberate strategy aimed at mainstreaming disabilities in the workplace to provide an inclusive environment. When used inclusively, HR management systems do not need to be modified to account for the unique characteristics and diversity of employees.
Scott et al., (2017)	Australia	Survey	To investigate the advantages and cost of hiring persons with autism	Employing adults with autism has advantages for companies (such as raising awareness of autism, encouraging an inclusive culture, developing creative and unique abilities, and boosting workplace morale). When it came to accuracy, work ethic, and quality of work, employees with autism fared above average. There are no appreciable disparities between workers with and without disabilities
Strindlund, L et al.,	Sweden	Qualitative empirical	This study attempts to broaden how employers	The study offers a framework for comprehending employers'

(2019)		study / semi-structured interviews	view the employability of people with impairments. Although companies play a crucial role in helping people with disabilities access the job market, little is known about how employers perceive this group's employability.	various perspectives on a person with a disability. Their employability is seen as a complex internal interaction between workplace, authority, and individual-related variables. It might be simpler for rehabilitation specialists to tailor their assistance to establishing trustworthy commercial alliances, if they are aware of the different conceptions of employability for persons with disabilities. This could improve the inclusion of individuals with disabilities on the labor market.
Ta, T. L., et al, (2011)	Malaysia	Survey / Questionnaire	This study explores employers' attitudes to hiring individuals with impairments in the northern states of Peninsular Malaysia	The findings showed that the majority of employers support hiring people with impairments, but very few have these enabling laws, a system to deal with concerns involving people with disabilities, or a constructed environment that is completely accessible to people with disabilities.

*Source: the authors' editing*

### 3. Description and findings of the studies

The selected studies included 16 qualitative, quantitative and mixed method studies. Publications appeared in different journals, and studies were conducted in different countries around the world. After carrying out content analysis of the chosen publications included in the research, the following inferences have been drawn:

- All research studies found at least one advantage of hiring persons with impairments, despite the fact that the outcome measures across the studies we evaluated differed significantly.
- HR professionals should not only review and modify HR procedures but also recognize the advantages that adaptations for people with disabilities bring to all employees.

The findings indicate that employing people with disabilities can improve a company's competitive advantage (such as a diverse clientele, client loyalty and satisfaction, innovation, productivity, work ethic, and improved safety), foster an inclusive workplace culture, and increase employees' awareness of their own abilities. Additionally, it can improve staff loyalty, turnover and retention rates, dependability and punctuality, profitability (including profits and cost-effectiveness), and organization image. An enhanced standard of living and income, boosted self-esteem, a larger social network, and a sense of belonging to the community were also secondary benefits for persons with

disabilities. Furthermore, even if there is still much to learn about the appropriate adoption and utilization of HR practices for PWDs, aiming for PWDs' social and workplace inclusion will eventually allow everyone in society to benefit from and operate in a more inclusive employment system.

#### **4. Limitations and future implications**

Although the benefits of employing people with disabilities and the human resources practices related to it is clearly demonstrated by this research, it has certain shortcomings that can be addressed in other studies. First, a qualitative analysis of the evaluated literature forms the foundation of the study, as the current study highlights many factors related to employment of disabilities in different countries by summarizing 16 papers. Only five databases (Science Direct, Springer, Google Scholar, JSTOR, and Elsevier) were utilized, hence the current research is constrained. Quantitative studies that validate the findings of this research and demonstrate the impact employment of PWDs may be included in future research. Future studies can also be carried out to demonstrate strategies for increasing the employment of PWDs in a way that benefits companies and societies.

Nonetheless, the results of this study may have significant ramifications for career developers and placement specialists who work with individuals with physical and sensory challenges to put them in professional roles. Additionally, expanding job development initiatives is necessary to persuade senior management decision-makers to include disability in their diversity plans; put in place efficient corporate policies with incentives at the departmental and unit levels to motivate managers to hire and retain individuals with disabilities; and assist in creating creative recruitment and retention tactics like work trails, internship programs, contract employment, and temporary employment options. Even further study is required; it is evident that businesses gain by fully integrating individuals with disabilities into organizational life in a number of ways.

Examining the advantages of hiring individuals with disabilities is crucial because these individuals encounter numerous obstacles when trying to obtain and keep a job. By drawing attention to these advantages, employers may be persuaded to hire individuals with disabilities and make the necessary accommodations for them.

This position paper gave a summary of the state of disability research as of right now. Our goal is to demonstrate that this field of research is extremely important during periods of societal change, and it should be highlighted that it has already accomplished a lot. It is our responsibility to continue being engaged, inquisitive, and eager to address the numerous unanswered future research issues. By encouraging academics to study further into this subject and disseminate their findings to a large community of scholars and practitioners, we want to advance this field of study over the coming years.

## Conclusion

The relationship between disability and employment has been thoroughly researched over a long period, and the dynamics between both topics have also been extensively studied. Because having a disability often means being socially isolated that is why employment is particularly important for people with disabilities (Hall, 2010) and work is one opportunity to reduce this isolation (Hall, 2010; World Health Organization, 2011)

Also exploring the benefits of hiring people with disabilities is important due to the numerous obstacles that disabled individuals have while trying to find and keep a job hence bringing attention to the benefits of hiring people with disabilities may help build the case for employing them.

There has been extensive research on the relationship between employment and disability, and much is already known about this relationship. We not only need a new understanding of disability, but also to take new perspectives to make a contribution to the field. On the other hand, the results of this study are consistent with previous research on the experiences of disabled workers in the workplace, additionally according to the results and findings of this paper, we have provided an overview of the concerns expressed by organizations around the world about hiring workers with disabilities, as well as used the current literature suitable to study the benefits of employing PWD

Finally, we conclude that hiring people with disabilities has several advantages in many aspects in all societies around the world. Furthermore, we aim to encourage scholars to dig deeper into this subject and share their findings with a large community of academics and industry professionals in order to advance this field of study over the coming years.

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