Supplementary material S1 – Summary of practices in each practice category

Table S1. Summary of all practices

**Accommodation**
- Modified worksites
- Flexible work schedules
- Accessibility of the workplace
- Adjusted workloads
- Tasks accommodation
- Teleworking
- Involving all stakeholders in adjustment processes
- Job creation
- Matching work tasks to individual needs
- Task manual
- Assistive technology
- Job reassignment
- Tasks introduced gradually

**Cultural practices**
- Being fair
- Ensuring equal opportunity
- Ensuring openness
- Stimulate personal development
- Encourage knowledge sharing
- Valuing difference
- Positive manager and supervisor attitudes
- Team activities outside the workplace
- Relationships extend beyond work
- Specific social meeting points during workday
- Interdependent job designs
- Collegiality and positivity from work colleagues and supervisors
- Absence of negative attitudes towards PWD
- Providing a social team spirit
- Providing instruction and advice
- Providing reassurance and encouragement
- Helping workers and earning their trust
- Treat workers equally

**HRM practices**
- Clear and compelling mission
- Non-bureaucratic structured workplace
- Plural voices in diversity management
- Clear agreement about norms regarding PWD
- Good contact between manager, occupational physician, and employee
- Personnel officers must know the employees with disabilities
- The company health service must know the employees with disabilities
- Reflections on what it means to be a good employer for PWD
- In-house resource with specific information about PWD
- Knowledge about best practices in employment of PWD
- Innovative and creative HR programs/interventions
- Policies and programs promote diversity in workplace
- Available benefit packages
- Employees surveyed regularly
- Disability included in the organization’s diversity statement
- Buddy-system
- Disability sensitivity training
- HR assists in placing

**Leadership**
Personal and team-building management style
Managers must have knowledge about impact of disease on work
Managers must create time and space to listen to PWD.
Managers must ensure good cooperation with PWD
Manager must have knowledge about the disease to be able to act proactively.
Managers must communicate openly and honestly
Managers must recognize the impact of employee satisfaction
Managers must be concerned with the consequences of employee’s illness for colleagues
The employer must be able to make demands on chronically ill employees
Available leadership and supervisor development
Technical assistance to supervisors
Transformational leadership
Moral leadership
Leader-membership-exchange

Participation
Stakeholder engagement
Motivating through information and involvement
Enabling participation in the business

Support
Management support to PWD
Co-worker support to PWD
Supervisor support to PWD
Natural support to PWD
Involving union representatives in requests for workplace adjustments
Communication-support (share needs and receive support), from stakeholders to PWD
Buddy system
Natural workplace supports
Involving occupational therapist
Publicly funded support to employees
Publicly funded support to co-workers
Job coach or personal assistant
Social support at work
Workplace encourage interactions with co-workers
Supervisor or co-worker assist or orient
Co-worker or supervisor provides feedback

Training
Jobsite training of PWD
Ongoing training for PWD
Formal training programs for PWD
Social worker training co-workers in how to work with PW
Training of management in how to work with PWD
Supervisor training in absence and disability management and accommodation