

Environmental Factors	Impact on Employment	Study (N)	Study reference
Financial disincentives	Decrease in government benefits deter individuals with SCI from returning to work.	16 191 357 143	Chan and Man 2005 Hedrick et al. 2006 Jongbloed et al. 2007 Pflaum et al. 2006
Financial incentives	Those who are entitled to compensation are less likely to be engaged in the labour force.	109 3514 83 403	Wehman et al. 2000 Arango-Lasprilla 2011 Engel et al. 1998 Franceschini 2012
	Ottomanelli et al. 2011 (238) (receiving social security benefits was a disincentive for employment but receiving Veterans disability benefits is not)	238	Ottomanelli et al. 2011 (social security disability benefit)
	Those with no fault compensation had lower income and lower return to work (29-39% vs. 42-54% but no significant difference)	118	Paul et al. 2013
Health insurance	Being insured by Medicaid (US) was associated with reduced training and lower employment rates	111	Phillips et al. 2012
'Disability' discrimination (negative attitudes towards those with disabilities)	Companies tend to discriminate against individuals with SCI by offering interviews less frequently when a SCI was disclosed.	2228	Ravaud et al. 1992
	Negative employer attitudes	83	Engel et al. 1998
	Perceived discrimination was associated with current unemployment.	167	Conroy and McKenna 1999
Inaccessibility of the workplace	Physical inaccessibility is a reason for not returning to work.	231	Krause and Anson 1996