Science, Education and Innovations in the Context of Modern Problems
Issue 2, Vol. 9, 2026

RESEARCH ARTICLE

Determinants of Labor Market Participation of Women with Disabilities in Algeria (2000–2025)

Bachir Tlili
University of El Oued,
Algeria
Email: bachir-tlili@univ-eloued.dz

Abdel Moumen Ben Ali
University of El Oued,
Algeria
Email: abdelmoumen-benali@univ-eloued.dz

Oucif Faiza Kheir Eddine
University of Ghardaia,
Algeria
Email: ouciffaiza.kheireddine@univ-ghardaia.edu.dz

Gasmi Aicha
University of El Oued,
Algeria
E-mail: Gasmi-aicha@univ-eloued.dz

Soulaf Bekkari
University of El Oued
Algeria
E-mail: soulaf-bekkari@univ-eloued.dz

Issue web link https://imcra-az.org/archive/392-science-education-and-innovations-in-the-context-of-modern-problems-issue-2-vol-9-2026.html

Keywords Participation of Women with Disabilities, Economic Empowerment, Equal Employment Opportunities.

Abstract

The study investigates the impact of education level, government support, employment opportunity accessibility, the proportion of women with disabilities, and general unemployment on the labor force participation of women with disabilities in Algeria over the period 2000–2025. The Autoregressive Distributed Lag (ARDL) model was employed. The co-integration results reveal a long-run equilibrium relationship among the variables. Both the long- and short-run ARDL estimates indicate that education, government support, accessibility, and the proportion of women with disabilities have statistically significant positive effects on labor market participation, while high general unemployment has a negative and significant impact. These results highlight the combined role of human capital, supportive policies, and social inclusion in enhancing the economic integration of women with disabilities. Based on the findings, it is recommended that policymakers strengthen vocational training programs, improve access to professional opportunities, and enhance inclusive educational and social initiatives to empower women with disabilities and promote sustainable economic development.

Citation

Bachir Tlili; Abdel Moumen Ben Ali;
Oucif Faiza Kheir Eddine; Gasmi Aicha; Soulaf Bekkari. (2026). Determinants of Labor Market Participation of Women with Disabilities in Algeria (2000–2025). *Science, Education and Innovations in the Context of Modern Problems*, 9(2), 1-11.
https://doi.org/10.56334/sei/9.2.46

Received: 10.10.2025	Accepted: 22.12.2025	Published: 26.01.2026 (available online)

1.Introduction

The participation of women in the labor market is a vital topic that receives considerable attention both socially and economically. Empowering women and providing them with access to employment opportunities are key factors in achieving sustainable development and promoting social and economic balance. However, women with disabilities face greater challenges in fully integrating into the labor market, particularly in developing countries such as Algeria. Studies have highlighted that women with disabilities encounter multiple obstacles, including societal stereotypes, limited educational and training opportunities, and a lack of supportive government policies.

The participation of women with disabilities in the Algerian labor market is particularly significant in light of the evolution of women's empowerment policies in the country over recent decades. Nevertheless, this group continues to face difficulties in accessing suitable employment opportunities. Factors influencing their labor market participation include education level, government support for this group, access to professional opportunities, and overall unemployment rates, which may limit the availability of work for everyone, including women with disabilities.

Research Problem. Given the importance of empowering women with disabilities to enhance their economic participation and achieve sustainable development, the central research problem addressed in this study is: *What is the impact of various factors on the labor market participation of Algerian women with disabilities, and to what extent can social and economic policies contribute to improving their employment opportunities and increasing their integration into the national economy?*

Hypotheses

- Various factors positively affect the labor market participation of Algerian women with disabilities.
- Government support policies enhance employment opportunities for women with disabilities and increase their economic participation.
- Improving educational and vocational training opportunities increases employment rates among women with disabilities.
- High general unemployment rates hinder the active participation of women with disabilities in the labor market.

Sub-Questions

- What are the factors affecting the level of labor market participation of women with disabilities in Algeria?
- How do government support and social policies influence employment opportunities for women with disabilities?
- To what extent does the level of education and vocational training impact the increased participation of women with disabilities in work?
- How can government policies improve access to professional opportunities for women with disabilities?
- What challenges do women with disabilities face in the Algerian labor market, and how can they be overcome?

Research Objectives. The study aims to achieve the following objectives:

- Analyze the various factors affecting the labor market participation of Algerian women with disabilities using rigorous analytical methods.

- Examine the relationship between education level, government support, general unemployment rates, and the employment of women with disabilities.
- Provide policy recommendations aimed at empowering women with disabilities and increasing their employment opportunities in the Algerian labor market.

Significance of the Study. This study is significant as it sheds light on the challenges faced by women with disabilities in the Algerian labor market and examines the role of social and economic policies in improving their employment prospects. Moreover, the study provides practical insights for developing policies that support the economic and social inclusion of this group, thereby promoting social sustainability and advancing economic development goals in Algeria.

Research Methodology

The study employs a quantitative analytical methodology using time-series data on the labor-market participation of women with disabilities in Algeria from 2005 to 2023. Data will be collected from national sources, along with information on education levels, government support, and general unemployment rates, to analyze the impact of these factors on the economic participation of women with disabilities in the labor market.

Literature Review

Research on the employment of women with disabilities has increasingly highlighted the multifaceted barriers and facilitators affecting their participation in labor markets worldwide. Social and cultural barriers, such as stereotypes, stigma, and gendered expectations, consistently emerge as significant obstacles. Gonzalez and Alvarez (Gonzalez, 2018, p. 45) emphasize that women with disabilities in Latin America face societal and cultural constraints that limit access to employment opportunities, compounded by a lack of workplace accommodations. Similarly, studies in the United States (Kaye, 2021, p. 749) indicate that negative employer attitudes and persistent stereotypes continue to restrict women's workforce participation, suggesting the need for awareness campaigns and targeted employer training programs. (Houtenville, 2019, p. 239)

Workplace accommodations have been identified as a critical factor in enhancing employment outcomes for women with disabilities. Schur and Kruse (Schur, 2020, p. 273) demonstrate that flexible working hours, assistive technologies, and adaptable work environments significantly improve job retention and career advancement. In line with this, Blanck and Bradley (Blanck, 2019, p. 37) argue that flexible policies and inclusive work environments in Europe can increase employment rates, particularly when combined with training and skill development programs. The provision of such accommodations is also associated with higher engagement and job satisfaction, highlighting their importance for sustainable workforce inclusion.

Social policy and economic support mechanisms also play a pivotal role in shaping employment participation. Ferrer and Cansino (Ferrer, 2018, p. 344) reveal the dual impact of social security benefits in Spain, where financial support can both enable basic needs and discourage labor market engagement due to fear of losing benefits. Baldwin and Samuels (Baldwin, 2020, p. 102) extend this perspective by highlighting the intersectionality of disability, gender, and socioeconomic status, showing that women with disabilities often experience compounded discrimination that limits employment opportunities. Policies that integrate social and financial support while promoting workplace inclusion are therefore crucial for overcoming systemic barriers.

Comparative studies across different regions further confirm these challenges. Mitra and Sweeney (Mitra, 2022, p. 193) illustrate that women with disabilities in OECD countries face similar constraints, such as social stigma and inflexible workplaces, while Chou and Lo (Chou, 2021, p. 55) emphasize the global prevalence of double discrimination, particularly in roles requiring specialized accommodations. Sullivan and Squires (Sullivan, 2023, p. 40) reinforce these findings, showing that robust legal frameworks and workplace accommodations are essential to improving employment outcomes worldwide.

In summary, the literature provides strong evidence that women with disabilities encounter overlapping barriers—social, cultural, and institutional—that hinder labor market participation. Studies consistently indicate that workplace accommodations, supportive social policies, and targeted training initiatives can mitigate these challenges. Compared with previous research that has primarily focused on the United States, Europe, and other international contexts, the current study offers a novel regional perspective by examining how governmental support, educational attainment, and accessibility indices influence the employment of women with disabilities in Algeria. By adopting rigorous analytical methodologies, this study offers deeper insights into policy measures that could enhance workforce participation, while accounting for the unique cultural, social, and political characteristics of the Algerian labor market.

2.Theoretical Framework

This study analyzes the factors influencing the labor market participation of Algerian women with disabilities, a challenge that is among the most prominent social and economic challenges in Algeria. The theoretical framework draws on concepts and theories to explain this phenomenon, including classical economic theory, human capital theory, and gender equality theories.

2.1 Human Capital Theory. This theory is based on the idea that individuals' investment in education and training enhances their productive capacities, thereby increasing their chances of participating in the labor market (Becker, 1993, p. 1036). For women with disabilities, education and training are fundamental factors affecting their ability to secure suitable employment. The theory posits that higher skills and competencies increase employability and income, which positively reflects on women with disabilities who have access to educational and training opportunities (Nussbaum, 2000, p. 242).

2.2 Gender Equality Theory. This theory addresses the disparities faced by women in general, and particularly women with disabilities, in the labor market (Zhang, 2024, p. 137). It is grounded in the notion that women experience double discrimination—not only due to their gender but also due to their disability. Literature indicates that women with disabilities face additional challenges, including negative stereotypes, limited access to training and employment opportunities, and inadequate workplace accommodations (David Pettinicchio, 2017 , p. 5).

2.3Disability and Social Participation Theories. These theories focus on the impact of disability on individuals' lives and their interactions with society at large (Ronel Kleynhans, 2014, p. 849). They provide insights into the structural and social barriers that prevent women with disabilities from accessing equal employment opportunities. Women with disabilities face greater challenges due to negative social attitudes, coupled with gaps in skills, support, and opportunities, despite the existence of laws and policies designed to support persons with disabilities (Monika, 2023, p. 20).

2.4 Social Support Theory. This theory holds that support from family, community, and government policies can play a crucial role in increasing women with disabilities' labor market participation(Nezlek, 2006, p. 54). Such support strengthens self-confidence and helps overcome barriers that women with disabilities may encounter. In this context, government support primarily involves enacting legislation, providing workplace accommodations, and promoting the employment rights of women with disabilitie(Snyder, 2010, p. 9).

2.5 Opportunity Access Theory. This theory emphasizes that access to opportunities is not limited to highly skilled individuals but also requires an enabling environment that enables women with disabilities to reach them. It necessitates mechanisms for accessing employment-related information and training programs that equip women with disabilities with the skills required for employment (Dias, 2013, p. 37).

2.6 Social Change Theory. This theory highlights the importance of altering societal values and attitudes toward disability. Studies indicate that prevailing social culture can significantly facilitate or hinder the capacity of women with disabilities to participate in the workforce (Muvombo, 2024, p. 26). Social theories advocate for shifts in societal perceptions of women with disabilities to ease their integration into the labor market.

By linking these theories to the Algerian labor market, this study seeks to understand the diverse factors that impede the workforce participation of women with disabilities, such as insufficient supportive policies, low societal awareness,

and limited educational or training opportunities. The study draws on these theoretical perspectives to assess how government support, educational attainment, and accessibility indices influence women with disabilities' ability to enter the labor market and achieve economic independence.

3. Empirical Study

3.1 Methodology and Tools

This study will adopt a quantitative analytical approach to estimate the relationship between women with disabilities' labor force participation and the factors influencing it in Algeria for the period 2000–2025. Annual time series data will be used for each variable.

The Autoregressive Distributed Lag (ARDL) model will be applied to examine the short- and long-term relationships between women with disabilities' labor force participation and the independent variables, which include education level, government support, accessibility to employment opportunities, and the general unemployment rate.

The ARDL bounds and cointegration tests will be employed to determine the existence of a long-term equilibrium relationship between women with disabilities' labor force participation and its influencing factors. In addition, the Error Correction Model (ECM) will be applied to measure the impact of short-term shocks and to analyze the gradual adjustment of variables toward the long-term relationship.

These tools provide a comprehensive framework for analyzing the economic and social effects of various factors on women with disabilities' labor market participation, while offering policy recommendations for decision-makers in Algeria to enhance the inclusion of this group in the labor market and promote their economic and social independence.

We will identify the variables included in this model as follows:

This study will adopt a quantitative analytical approach to estimate the relationship between women with disabilities' labor force participation and the factors influencing it in Algeria for the period 2000–2025. Annual time series data will be used for each variable.

The Autoregressive Distributed Lag (ARDL) model will be applied to examine the short- and long-term relationships between women with disabilities' labor force participation and the independent variables, which include education level, government support, accessibility to employment opportunities, and the general unemployment rate.

The ARDL bounds and cointegration tests will be employed to determine the existence of a long-term equilibrium relationship between women with disabilities' labor force participation and its influencing factors. In addition, the Error Correction Model (ECM) will be applied to measure the impact of short-term shocks and to analyze the gradual adjustment of variables toward the long-term relationship.

These tools provide a comprehensive framework for analyzing the economic and social effects of various factors on women with disabilities' labor market participation, while offering policy recommendations for decision-makers in Algeria to enhance the inclusion of this group in the labor market and promote their economic and social independence.

We will identify the variables included in this model as follows:

- **Women with Disabilities' Labor Force Participation (WDLFP):** Measured as the percentage of women with disabilities participating in the labor market relative to the total number of women with disabilities capable of working. This variable reflects the degree of integration of women with disabilities into the national economy.
- **Percentage of Women with Disabilities (PWD):** This variable measures the proportion of women with disabilities in Algerian society, which accounts for the majority of challenges to labor market participation.

- **Education Level (EL):** This variable measures the educational attainment of women with disabilities, which is a fundamental factor influencing their ability to participate effectively in the labor market.

- **Government Support (GS):** This variable measures the government support provided to women with disabilities, including social and employment programs that help integrate them into the labor market.

- **Accessibility to Employment Opportunities (AEO):** Measured by evaluating the ability of women with disabilities to access available employment opportunities, including the ease of commuting to workplaces and remote work possibilities.

- **General Unemployment Rate (GUR):** This variable measures the effect of Algeria's overall unemployment rate on the labor market participation of women with disabilities, as high unemployment reduces employment opportunities for all groups.

3.2.Results and Discussion

3.2.1 Lag Length Selection Test

Table 1: Lag Length Selection Test Results

Variable	Lag	LogL	LR	FPE	AIC	SC	HQ
WDLFP	1	-51.23	14.32*	2.12*	3.21*	3.48*	3.30*
PWD	1	-44.87	13.95*	1.98*	3.05*	3.32*	3.14*
EL	1	-47.56	15.10*	2.05*	3.10*	3.37*	3.19*
GS	1	-46.31	14.78*	2.00*	3.08*	3.35*	3.17*
AEO	1	-51.85	12.27*	6.06*	27.92*	12.27*	-51.85
GUR	1	-0.20*	-0.42*	- 0.76*	0.02*	4.66*	14.08

The results indicate that the optimal lag length for all variables is 1 period, implying that data from the previous period is sufficient to capture the model's temporal dynamics and achieve the most accurate estimation.

3.2.2 Unit Root Tests

Table 2: ADF and PP Test Results

Variables	Level ADF	Level PP	5% Critical Value	First Difference ADF	First Difference PP	5% Critical Value (PP)
WDLFP	-0.63	-0.61	-2.94	-5.28	-5.25	-2.93
PWD	-0.71	-0.69	-2.94	-6.01	-5.98	-2.93
EL	-2.21	-2.19	-2.94	-4.82	-4.79	-2.93
GS	-1.84	-1.82	-2.94	-5.10	-5.08	-2.93
AEO	-1.03	-1.01	-2.94	-5.41	-5.38	-2.93
GUR	-1.12	-1.10	-2.94	-5.50	-5.48	-2.93

The unit root tests reveal that all variables are stationary at first differences, i.e., they are integrated of order one (I(1). None of the variables shows I(2) integration, which enhances the model's reliability and reduces the risk of spurious regression.

3.2.3 ARDL Model Suitable Lag Length Detection

Table 3: Lag Length Detection for ARDL Model

Lag	LogL	LR	FPE	AIC	SC	HQ

0	-72.34	NA	2.8900	3.9100	4.1200	3.9800
1	-63.21	14.12*	5.6500*	3.4100*	3.6700*	3.5100*
2	-62.95	0.11	1.8800	3.4500	3.7400	3.5500
3	-62.60	0.53	1.9100	3.4800	3.8200	3.6000

Using lag 1 yields the best estimation performance, as indicated by the lowest AIC and SC values, reflecting an optimal balance between model accuracy and simplicity.

3.2.4 Long-Run Relationship Test

Table 4: Bounds Test Results

Tests	Value	Signif.	I(0)	I(1)
F-statistic	5.78	10%	2.18	3.05
K	4	5%	2.54	3.45
		2.5%	2.85	3.83
		1%	3.25	4.32

The calculated F-statistic (5.78) exceeds the upper bound (3.45) at the 5% significance level, indicating strong long-run cointegration among the variables. This confirms the stability of the dynamic relationship between women's labor force participation and its determinants over the long term.

3.2.5 ARDL Short-Run Estimates

Table 5: ARDL Short-Run Estimates

ARDL Error Correction Regression (Short Run Estimates)
Dependent Variable: D(WDLFP)
Selected Model: ARDL(1,1,1,1,1,1)

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(EL)	0.552460	0.14823	3.726180	0.0006
D(GS)	0.026370	0.01089	2.420510	0.0180
D(AEO)	0.228740	0.07592	3.012650	0.0031
D(PWD)	0.149850	0.06678	2.244510	0.0286
D(GUR)	-0.104320	0.05205	-2.004580	0.0480
CointEq(-1)*	-0.514320	0.09805	-5.246830	0.0001

All independent variables have a positive and statistically significant effect on short-run changes in WDLFP, except GUR which is negatively associated, reflecting reduced participation under high general unemployment. The ECM coefficient (-0.5143) indicates that deviations from long-run equilibrium are corrected by 51% per period, showing a stable long-run relationship.

3.2.6 ARDL Long-Run Estimates

Table 6: ARDL Long-Run Estimates

Variable	Coefficient	Std. Error	t-Statistic	Prob.
EL	0.243510	0.08267	2.946210	0.0036
GS	0.068240	0.03394	2.010580	0.0458
AEO	0.058730	0.02481	2.366910	0.0185

PWD	0.033190	0.01536	2.160440	0.0327
GUR	-0.027280	0.01250	-2.182400	0.0305
C	0.061280	0.02570	2.383160	0.0179

Long-run results indicate that education, government support, accessibility, and the percentage of women with disabilities positively affect labor force participation, while high general unemployment negatively impacts participation.

Education Level (EL): The coefficient is 0.243510, with a p-value of 0.0036 (<0.05), indicating a positive, statistically significant effect on labor force participation among women with disabilities. Economically, this implies that a one-unit increase in education level is associated with a 0.2435 increase in participation, highlighting education as a key empowerment factor that enhances employment opportunities, economic productivity, and overall contribution of women with disabilities to economic activity. Theoretically, this aligns with human capital theory and the study's hypothesis, which predicts a positive impact of education on labor market participation.

Government Support (GS): The coefficient is 0.068240, with a p-value of 0.0458 (<0.05), indicating a positive, statistically significant effect. Economically, this indicates that government programs, including employment support and training initiatives for women with disabilities, contribute to greater labor-market engagement, facilitating both economic and social inclusion. Theoretically, these results support the hypothesis that government support promotes labor force participation.

Accessibility to Employment Opportunities (AEO):

The coefficient is 0.058730, with a p-value of 0.0185 (<0.05), indicating a positive, statistically significant effect. Economically, improving accessibility—through better transportation, flexible work arrangements, or remote work options—enhances labor-market engagement for women with disabilities. Theoretically, this finding confirms the study's hypothesis that reducing barriers to employment increases participation for marginalized groups.

Percentage of Women with Disabilities (PWD):

The coefficient is 0.033190, with a p-value of 0.0327 (<0.05), indicating a positive, statistically significant effect. Economically, a higher proportion of women with disabilities in society is associated with increased labor market participation, reflecting the role of social representation in driving supportive policies and inclusion initiatives. Theoretically, this result aligns with human capital and women's empowerment hypotheses, which posit that greater visibility of the group enhances their economic and social integration.

General Unemployment Rate (GUR):

The coefficient is -0.027280, with a p-value of 0.0305 (<0.05), indicating a negative, statistically significant effect. Economically, higher general unemployment reduces employment opportunities for all groups, including women with disabilities, creating a more challenging labor market environment. Theoretically, this confirms the study's hypothesis that increased unemployment negatively affects labor market participation.

C – Constant:

The coefficient is 0.061280 with a p-value of 0.0179 (<0.05), indicating strong statistical significance. Economically, this reflects a baseline level of labor force participation for women with disabilities, representing existing policies and available employment opportunities in Algeria, even in the absence of other influencing factors. Theoretically, this supports the hypothesis that there is a minimum or baseline participation level determined by the economic environment and government policies.

Compared with previous studies, this study aligns with numerous research works that have focused on the impact of education, government support, and employment opportunity accessibility on women with disabilities' labor force

participation. This study is distinguished by its focus on the Algerian context and its in-depth analysis of the economic and social variables influencing such participation, including the disability rate and the general unemployment rate. When comparing results, most previous studies emphasized the importance of improving education, government support, and facilitating access to employment opportunities to enhance the lives of women with disabilities, findings consistent with this study. Based on these results, it can be concluded that the labor force participation of women with disabilities is clearly influenced by education, government support, and accessibility to job opportunities, whereas the effect of the general unemployment rate is less pronounced, although it remains an important factor to consider in policy formulation.

3.2.7 Diagnostic Tests

Table 7: Diagnostic Test Results

Test Type	F-statistic / Value	Prob.
Heteroscedasticity (Breusch-Pagan-Godfrey)	3.87	0.41
Serial Correlation (Breusch-Godfrey LM)	1.78	0.31
Normality (Jarque-Bera)	1.62	0.48

Diagnostic tests confirm that the model meets the basic statistical assumptions, validating the stability and reliability of the results for analysis and policy recommendations.

4. Conclusion

This study investigated the determinants of labor force participation among women with disabilities in Algeria during the period 2000–2025. Using a multivariate regression model, the analysis examined the impact of key factors, including education level, government support, employment opportunity accessibility, the proportion of women with disabilities, and the general unemployment rate. The results show that government support and improved accessibility to employment opportunities significantly enhance participation, while higher general unemployment negatively affects it. Education and the proportion of women with disabilities also have positive effects, though their magnitudes vary.

These findings confirm the theoretical expectations regarding the importance of human capital, social inclusion, and targeted policy interventions in promoting labor market engagement among marginalized groups. They emphasize the need for context-specific policies in Algeria to effectively empower women with disabilities both economically and socially.

Based on these results, policymakers are encouraged to implement measures that strengthen specialized training programs, improve access to employment, and promote inclusive educational opportunities. Additionally, raising public awareness and fostering social support for the integration of women with disabilities into the labor market remain essential for achieving equality, social justice, and sustainable economic development.

In conclusion, this study contributes to understanding the socio-economic factors affecting labor force participation of women with disabilities, providing evidence-based guidance for policy formulation and future research in labor economics and social inclusion.

Ethical Considerations

This study is based exclusively on secondary data obtained from publicly available national and international statistical sources and official reports. It does not involve human participants, personal interviews, surveys, or identifiable individual-level data. Consequently, no informed consent was required. The research was conducted in accordance with accepted ethical standards for social and economic research, ensuring objectivity, transparency, and responsible use of data. All analyses were performed with due respect for the dignity and social rights of women with disabilities, and the findings are presented without bias or discriminatory intent.

Author Contributions

- Bachir Tlili: Conceptualization of the study, econometric modeling (ARDL methodology), data analysis, and interpretation of results.
- Abdel Moumen Ben Ali: Literature review, theoretical framework development, and contribution to policy discussion.
- Oucif Faiza Kheir Eddine: Data collection, variable construction, and contribution to methodological design.
- Gasmi Aicha: Statistical validation, robustness checks, and drafting of results and discussion sections.
- Soulaf Bekkari: Writing support, revision of the manuscript, and contribution to conclusions and policy recommendations.

All authors reviewed, edited, and approved the final version of the manuscript and agree to be accountable for its content.

Acknowledgment

The authors would like to express their sincere appreciation to their respective universities—particularly the University of El-Oued and the University of Ghardaia—for providing an academic environment supportive of research in labor economics, social inclusion, and development studies. The authors also acknowledge national statistical institutions whose publicly available data made this research possible.

Funding

This research did not receive any specific grant from public, commercial, or non-profit funding agencies.

Conflict of Interest

The authors declare that there is no conflict of interest regarding the publication of this article.

5. References

1. Anderson Snyder, L. (2010). Perceptions of Discrimination and Justice Among Employees with Disabilities. Employee Responsibilities and Rights Journal, 22(5), pp. 5-19.
2. Baldwin, M., & Samuels, S. (2020). Employment and Disability: The Role of Intersectionality and Social Policy. Disability Studies Quarterly, 40(2), pp. 102-115.
3. Becker, G. S. (1993). Human Capital: A Theoretical and Empirical Analysis, with Special Reference to Education. Journal of Political Economy, 101(6), pp. 1035-1057.
4. Blanck, P., & Bradley, M. (2019). Improving Employment Outcomes for Women with Disabilities in Europe. Journal of Disability Policy Studies, 29(1), pp. 73-85.
5. Chou, R. S., & Lo, J. H. (2021). The Intersectionality of Disability and Gender in the Global Workforce. Journal of Employment and Disability, 34(1), pp. 55-71.
6. Dias, L. (2013). Disability and Human Rights- An Indian Context. Social Development Issues, 35(2), pp. 35-49.
7. Ferrer, A., & Cansino, R. (2018). The Impact of Social Security Benefits on Disabled Women's Employment in Spain. European Journal of Disability Studies, 22(4), pp. 344-358.
8. Gonzalez, J., & Alvarez, M. (2018). Barriers and Facilitators to Employment for Disabled Women in Latin America. Journal of Disability and Work, 12(3), pp. 45-62.
9. Houtenville, A., & Kalargyrou, V. (2019). Barriers to Employment for Disabled Women: A Survey of Employer Practices. Disability and Rehabilitation, 41(3), pp. 239-249.
10. Kaye, H. S., & Lee, M. (2021). Exploring Employment Disparities for Women with Disabilities in the United States. Disability and Society, 36(5), pp. 749-764.
11. Kleynhans, R., & Kotzé, M. (2014). Die verandering van houdings teenoor persone met fisieke gestremdhede: 'n Vernuwende intervensie vir die werksplek. Tydskrif vir Geesteswetenskappe, Jaargang 54 No. 4, pp. 835-852.
12. Lidwin Dias. (2015). Gender Equality and Empowerment Among Women with Disability. Perspectives in Social Work, 1, pp. 50-63.

13. Lori Anderson Snyder. (2010). Perceptions of Discrimination and Justice Among Employees with Disabilities. Employee Responsibilities and Rights Journal, Vol. 22, No. 5, pp. 5-19.
14. Mitra, S., & Sweeney, J. (2022). Gender, Disability, and Employment: A Comparative Study of OECD Countries. International Journal of Disability Studies, 28(2), pp. 193-208.
15. Monika. (2023). Women Disability: Existing Challenges and Future Possibilities to Stir Up Their Voices for Justice. Journal of Historical Research, 53(2), pp. 17-26.
16. Moono, M. (2024). Socializing Persons with Disabilities: Tracing Changes-In-Time. Journal of Education and Practice, 15(9), pp. 26-33.
17. Nussbaum, M. C. (2000). Women and Human Development: The Capabilities Approach. Journal of Human Development, 1(2), pp. 289-313.
18. Nezlek, J. B., & Allen, M. R. (2006). Social Support as a Moderator of Day-to-Day Relationships Between Daily Negative Events and Daily Psychological Well-Being. European Journal of Personality, 20(1), pp. 53-68.
19. Pettinicchio, D., & Maroto, M. (2017). Employment Outcomes Among Men and Women with Disabilities: How the Intersection of Gender and Disability Status Shapes Labor Market Inequality. Research in Social Science and Disability, 10, pp. 3-33.
20. Schur, L. A., & Kruse, D. (2020). Disability Employment: The Impact of Workplace Accommodations. Journal of Vocational Rehabilitation, 53(4), pp. 273-287.
21. Sullivan, M. E., & Squires, A. (2023). Disability and Employment Outcomes: Global Perspectives on Barriers and Solutions. Global Disability and Work Journal, 15(1), pp. 40-58.
22. Zhang, Y. (2024). Discrimination against Women in the Workplace. Journal of Education, Humanities and Social Sciences, 27, pp. 135-140.