

Through the Looking Glass : An Intersectional Exploration of Women with Disabilities in the Finnish Employment Sector

WHAT?

This master's thesis explores the experiences of women with disabilities in the Finnish employment sector.

I aim to examine:

- The multifaceted aspects of the **intersection between gender and disability in employment**.
- **The effectiveness of the policy instruments** in positively transforming the lives of women with disabilities.

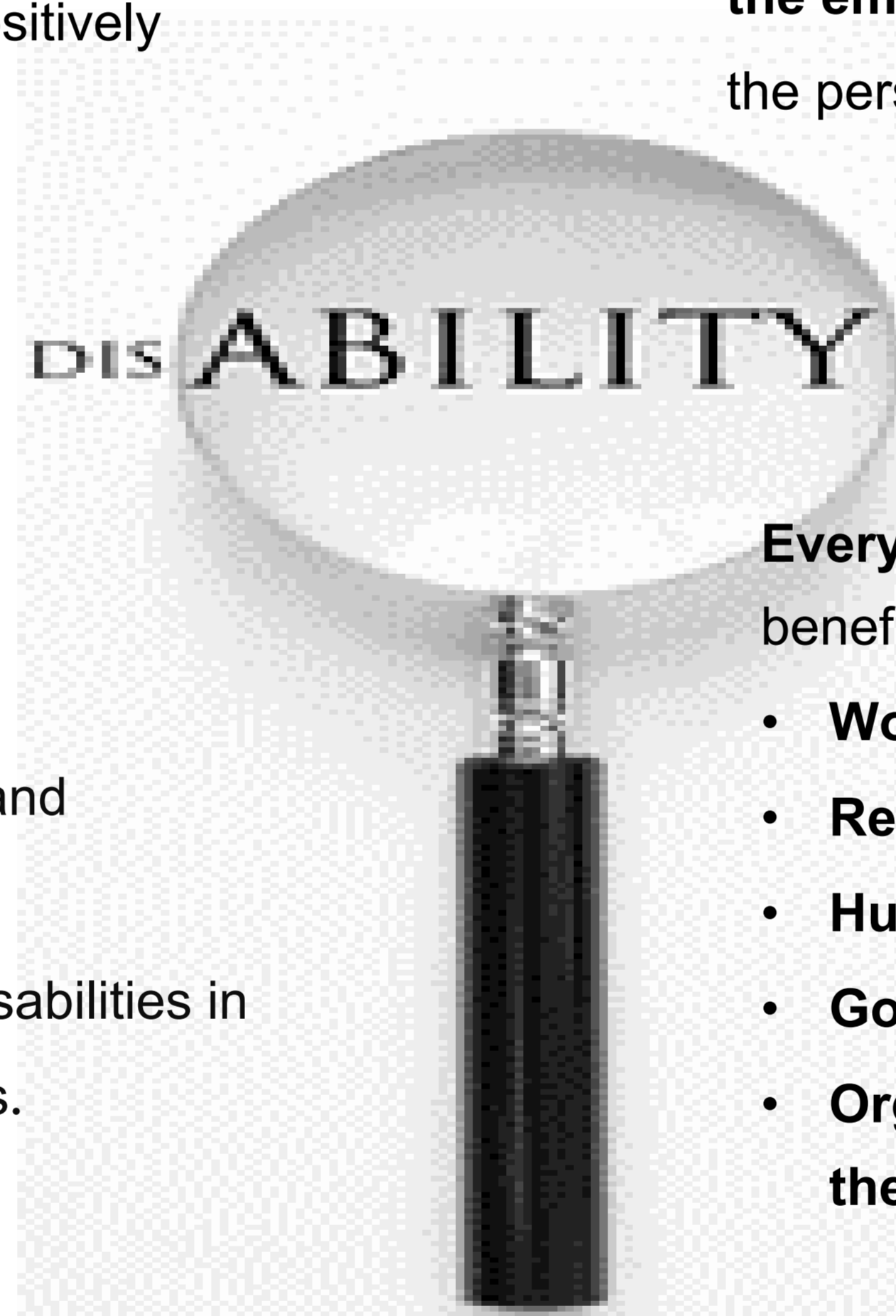
WHY?

- The intersection of gender and disability in the employment sector **lacks adequate attention** in international and domestic literature.
- **Disability inclusion policies in employment are often considered gender-neutral**, overlooking specific challenges faced by women with disabilities.
- This will **raise awareness** and **highlight the gender dimension of disability in the employment sector**, ultimately leading to a more nuanced understanding of the perspectives and experiences of women with disabilities.

HOW?

The thesis was conducted using the Qualitative research methodology approach.

- **Policy Document Analysis:** Examination of national and international policy documents.
- **Interviews:** Engaged in interviews with women with disabilities in the Uusimaa region, in the age group of late 20s to 60s.



TO WHOM?

Everybody who wants to create an inclusive work environment would benefit from this. However, specific groups that would benefit the most are:

- **Women with Disabilities**
- **Research Organisations**
- **Human rights and DEI networks**
- **Government agencies and NGOs working on policy initiatives**
- **Organisations and employment units new at incorporating disability in their ESG reporting**



KEY OUTCOMES

1. **Absence** of Gender-based aspects in reforms and policy directives in the field of disability.
2. **Discrimination** at the workplace based on intersections of Gender and Disability was found.
3. **Lack of awareness** and understanding of Disability poses a huge challenge in inclusion efforts of persons with disability in the employment sector.



VALUE AND IMPACT

1. **Enhanced Policy Integration:** Need for inclusive policies, fostering a comprehensive understanding of diverse needs.
2. **Combatting Workplace Discrimination:** Identifying discrimination based on gender and disability intersectionality enables targeted interventions such as anti-discrimination training and accessible environments, promoting equal opportunities.
3. **Promoting Inclusion:** Addressing awareness gaps through education and accommodation resources facilitates successful disability inclusion in the workforce, fostering diversity and equity.