

Expanded abstract

Social enterprises and labor inclusion of women with disabilities. Women with disabilities in the Special Employment Centers of the Valencian Community

Objectives

Women with disabilities are one of the most disadvantaged groups and face the greatest discrimination, since in addition to disability, subordination due to the fact of being a woman, a multiplicity and simultaneity of discrimination and exclusion mechanisms converge, which makes it necessary to adopt an intersectional perspective to understand its complexity and guide inclusive policies. This perspective is theoretical, conceptual and politically useful in addressing the oppression suffered by women. Kimberlé Crenshaw defines it as the expression of a “complex system of oppression structures that are multiple and simultaneous.” “Intersectional subordination is often the consequence of a factor of discrimination that, when interacting with other existing mechanisms of oppression, together create a new dimension of disempowerment” (1995: 359).

The trend of the social, political and economic structure has been the isolation and segregation of these women and, despite the progress made in regulatory areas and public policies, the dynamics and mechanisms of social exclusion continue to persist.

The methodology applied in the research combines qualitative and quantitative methods. The first, based fundamentally on the review and documentary analysis of secondary sources: scientific articles, research and publications on women and disability and social economy and labor insertion of people with disabilities. The latter have consisted of the analysis of indicators and data from secondary information sources from various databases such as ODISMET (2022) and the SEPE Occupations Observatory (2023). It is important to highlight that the analysis of data on people with disabilities in Spain entails accepting margins of error derived from the complexity and variability of the existing indicators in the databases (Salinas and Marhuenda, 2020).

The **objective** of this research has been to know the characteristics of the incorporation of women with disabilities in the workplace and, specifically, the potential of Special Employment Centers as one of the most relevant ways to achieve social inclusion and labor. In the study we offer data on the impact of the EWC at the regional level of the Valencia Community. In the study, in comparison with the rest of Spain, we adopt feminist analysis to overcome the lack of visibility, the stereotypical perception of their role in society, as well as highlighting the structural obstacles they face in achieving equal rights and opportunities. The method-

ology combines qualitative and quantitative methods based on database analysis. Among the difficulties we find wide margins of error due to the complexity and variability of the existing indicators and the official under-recording, due to the persistence of gender roles that place them as passive people, excluded from the productive sphere and made invisible.

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Regarding the **conclusions**, the first that we can point out is the one referring to the limitations in access to information on women with disabilities in existing databases, confirming the under-registration of this group in statistics related to employment. On the other hand, despite the existing limitations in the databases to know more accurately the figures on their situation in the workplace, its detailed analysis through the crossing of data, offers us a realistic and approximate x-ray of the important levels of exclusion that women with disabilities face and that prevents them from enjoying a dignified and autonomous life.

At the same time, for women with mental disabilities, the EWCs are, today, one of the greatest tools for their labor inclusion.