

# Empowerment and Challenges Faced by Disabled Arab Women: A Case Study in the UAE and the Role of Islamic Shareaa

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## Abstract

This abstract presents findings from the Arab Disabled Women Survey, shedding light on the landscape of inclusive education and employment opportunities for disabled women in the Arab region. Through a comprehensive analysis of survey data, this research delves into the challenges and barriers disabled women face in accessing quality education and securing meaningful employment. The survey highlights the importance of awareness-raising initiatives to challenge stereotypes and promote positive attitudes towards disabled women in educational and professional environments. Moreover, the findings underscore the need for specific policy interventions, such as [specific policies], and inclusive practices, such as [specific practices], to create a more supportive and equitable ecosystem for disabled women in education and the workforce. By amplifying the voices and experiences of Arab disabled women, this survey offers valuable insights for policymakers, educators, and employers to foster inclusive environments and unlock the full potential of disabled women in society. On the other hand, we hope this study will illustrate the other side of the coin to encourage disabled women to fight for their rights along with the legislation support to grab them from the depression swamp!

Disabled women's voices and opinions are crucial elements in this issue. Therefore, it is essential for all of us as a community to work together. Our collective efforts can increase the social inclusion objective as part of the sustainable development goals.

The UAE example was chosen based on sustainability. The UAE started promoting the intersection of disability and sustainability, which is essential, but sometimes,

This issue has overlooked social and environmental discourse among some international communities.

Disabled women face unique challenges and opportunities concerning sustainability. They are disproportionately affected by ecological risks and vulnerabilities. It is our responsibility to ensure that environmental justice is upheld by considering their needs and perspectives in sustainability efforts. This promotes social equity and resilience.

In general, addressing the intersection of disability and sustainability requires a holistic approach that recognizes the diverse experiences and needs of disabled women. By integrating disability perspectives into sustainability frameworks and initiatives, society can foster more significant equity, resilience, and innovation.

**Keywords:** Disabled, Arab Women, Empowerment, Challenges.

## 1. Introduction

The objective of the study:

The main objective of this study is to highlight the positive and unique role that the UAE has achieved as the first Arab State in women's empowerment on the highest standards of competitive global indicators in human development, especially in the indicators of bridging the gender gap. It ranked first among Arab countries and 68th among the world's nations in 2022.

In 2023, Her Highness Sheikhha Fatima bent Mubarak, President of the General Women's Union and President of the Supreme Council for Motherhood and Childhood, launched the National Policy for the Empowerment of Women in the United Arab Emirates 2023-2031, on the occasion of Emirati Women's Day 2023.

First: Building coherent and supportive families to enhance women's role in society by ensuring access to community support networks for women to deal with challenges and life demands and the family , and support the role and responsibilities of parents for people of determination by designing appropriate educational curricula and experiences for them mental health in the face of societal changes ,To enable women's access to treatment, counseling, rehabilitation, and psychological services and to sustain, develop and deliver preventive and curative health programs for women that are commensurate with their current and anticipated needs; Development of public and private sports facilities commensurate with women's interests in sport s protection centers, taking into account their needs and specificity, as well as the establishment of women's protection centers.

The second is: the balanced integration of women into the labor market and future sectors, including the increase of employment opportunities based on labor regulations consistent with women's different roles and the development and application of indicative systems, standards, and practices for women's ideal working environment; Ensuring their operationalization and encouraging the labor market to adopt them, and building a societal culture that trusts and supports women's potential and empowers them to play their role in various areas of life that are appropriate to their nature .Develop its capabilities, enhance its future skills, and provide continuous education and vocational and technical training.

The study also addresses the UAE's integrated system for people of determination. Reflecting the support and guidance of the wise leadership of His Highness the President of the State, Sheikh Mohammed bin Zayed Al Nahyan based on the vision of inclusive empowerment, From diagnosis and evaluation through qualification and education to training and integrated operation development , to achieve employment and family and social stability, within the framework of a sophisticated, up-to-date and comprehensive database of people of determination at the State level, through the Early Detection of Developmentally Delayed Persons Project , The National Standard Classification of Persons with Disabilities of the United Arab Emirates includes 11 disability categories including visual, communication, autism, physical, mental, auditory, insufficient attention and excess activity, multiple, psychological, audiovisual and learning difficulties.

The United Arab Emirates continues its intensive efforts within the framework of ongoing government support to achieve successive achievements in the empowerment of people of determination and to promote the principle and way of life optimal for them and at the highest levels.

Research problem:

The research problem includes the following:

- What is the Legislation for Women with Disabilities in the UAE?
- How are girls and women with disabilities integrated into the educational system in the UAE?
- What are the Social and cultural factors and challenges facing women with disabilities ?
- What are the Community services and support provided to women with disabilities in the UAE?
- What are the Rehabilitation and employment opportunities for women with disabilities in the UAE?
- How can people with disabilities be empowered and future aspirations be achieved in the UAE?

Previous studies:

(1) The initial report of the United Arab Emirates on the International Convention on the Rights of Persons with Disabilities, pp. 14 and 22.

(2) Emirates Portal: <https://u.ae/ar-ae/information-and-services/social-affairs/people-of-determination/protection-support-and-assistance-of-people-of-determination>.

(3) National Policy for Women's Empowerment in the UAE - 2031, <https://u.ae/ar-AE/about-the-uae/strategies-initiatives-and-awards/policies/social-affairs/national-policy-for-empowerment-of-Emirati-women>.

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(10) UAE's Crypto Infrastructure Offers Greater Business Friendliness than the US, Claims Executive - InsideBitcoins.com. <https://insidebitcoins.com/news/uaes-crypto-infrastructure-offers-greater-business-friendliness-than-the-us-claims-executive>

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## **2. Research Methodology:**

The research methodology in this study was as follow:

- 1.Literature Review
2. Identifying Key Stakeholders
3. Quantitative Data Collection
4. Qualitative Information Collection
5. Intersectional Analysis
6. Policy Analysis
7. Comparative Analysis
8. Ethical Considerations
9. Report Composing and Dissemination

### **Chapter 1**

#### **Chapter 1: Understanding Disability and Legislation for Women with Disabilities in the UAE**

People of determination in the UAE are not just a statistic but a testament to the country's commitment to human development. Globally, women with disabilities make up 10% of the total female population. In recognition of their remarkable efforts and achievements in various vital fields, the UAE government has chosen to empower this category, renaming them as people of determination. This shift in perspective is a beacon of hope, signaling the country's dedication to overcoming challenges and fostering inclusivity. It also underscores the immense potential of disabled Arab women to contribute significantly to society, given the right opportunities and support. (1)

First: The concept of disability:

The UAE's definition of a person with a disability, as adopted by the legislator, is in perfect harmony with the concept of disability stipulated in Article 1 of the International Convention on the Rights of Persons with Disabilities. A disabled person, according to Article 1 of Federal Law No. 29 of 2006, amended by Federal Law No. 14 of 2009, is "every person afflicted with a

complete or partial deficiency or impairment, whether stable or temporary, in his physical, sensory, mental, communicative, or Educational or psychological to the extent that it reduces the ability to meet his normal requirements in circumstances like those without disabilities.” This legislation, aimed at ensuring equal rights, care, and opportunities for people of determination, is a testament to the UAE's commitment to international standards.

Second: Legislation for women with disabilities in the UAE:

As part of the state's endeavor to promote women's rights, the Emirati legislature has taken numerous measures to prevent discrimination based on gender. For example, Article 30 of Federal Law No. 8 of 1980 on labor relations “in the private sector” emphasized the necessity of granting women similar wages. A man's wages are mainly if a woman performs a job like his. Under the country's human resources laws, women are also entitled to paid maternity leave. The Emirati legislator also worked to establish legal frameworks that ensure that women play their role in society alongside men. Federal Law No. 28 of 2005 regarding personal status did not consider maleness a condition for guardianship over money. The judiciary in the UAE also grants women the right to guardianship over themselves and money in certain circumstances.

Regarding the state's efforts to enable disabled women to exercise their various rights and freedoms, the state works to allow disabled women to enjoy all the different care services provided by the state on an equal basis with non-disabled persons. The state encourages enrollment in education at various levels, including general and university education. It is also keen to give them equal opportunities at work while making the reasonable facilitating arrangements they need in the work environment to effectively contribute to building society and the nation. (2)

As part of the state's endeavor to enhance the role of women in the family and society, the state, through the federal and local governments, was keen to establish institutions specialized in family care, such as the Supreme Council for Motherhood and Childhood at the federal level, the Family Development Foundation in the Emirate of Abu Dhabi, the Dubai Foundation for Women's Development, and the Supreme Council for the Family. In Sharjah, in addition to women's associations spread throughout the various emirates of the country.

The state encourages disabled women to join these institutions and sports and cultural clubs for people with disabilities, which are spread throughout the country. In the same context, many institutions have organized several awareness-raising seminars and forums on women's rights in light of the International Convention on the Rights of Persons with Disabilities and the mechanism for empowering women to practice them.

Based on Federal Law No. 3 of 2001, citizens of determination (people with disabilities) in the country are entitled to monthly assistance by the applicable laws. This law also stipulates job quotas for people of determination and facilitates access to government buildings and housing while ensuring their right to appropriate training and qualifications. The law guarantees people of determination the provision of all services within the limits of their capabilities and capabilities, and the provision of retirement benefits.

Cabinet Resolution No. 3 of 2018 regarding the adoption of the unified national classification of disabilities (people of determination) in the country - Ministry of Justice, where the Council of Ministers adopted a policy to protect people of determination from abuse, to enable people of determination, their guardians, and those working with them to deal with cases of abuse, and to help At the same time, people of determination can defend themselves in cases of abuse, and early detection of possible forms of abuse that may be directed at people of determination.

The policy also aims to combat all forms of abuse that people of determination may be exposed to, such as depriving people with disabilities of the basics of care, rehabilitation, medical care, entertainment, and community integration or exploiting them to obtain material benefits that are not primarily disbursed to them. (3)

## Chapter 2

### Integration of Girls and Women with Disabilities into the Education System in the United Arab Emirates

Integrating individuals with disabilities into the education system is critical to promoting inclusivity and ensuring equal opportunities for all members of society. In the UAE, efforts have been made to address the needs of girls and women with disabilities and provide them with access to quality education. However, various challenges persist, hindering their full participation in the educational process. This paper explores these challenges and assesses the effectiveness of existing policies and initiatives in promoting the educational inclusion of girls and women with disabilities in the UAE. Girls and women with disabilities in the UAE encounter numerous challenges in accessing and participating in the education system. These challenges include physical barriers in educational facilities, lack of specialized support services, social stigma and discrimination, limited awareness about disability rights and accommodations, and insufficient training for educators in addressing the needs of students with disabilities. Additionally, cultural and societal norms may further marginalize this demographic group, impacting educational opportunities and outcomes. The UAE government has implemented various policies and initiatives to promote the inclusion of individuals with disabilities in the education system. These include the UAE Vision 2021, which emphasizes the importance of inclusive education, and the National Strategy for Empowering People with Disabilities. Furthermore, the government has established specialized centers and schools for students with disabilities, provided financial assistance and scholarships, and promoted awareness campaigns to foster a more inclusive society.

The UAE has made tangible efforts to include people of determination in mainstream education. These efforts are reflected in Ministerial Resolution No. 647 for the year 2020 on the policy of inclusive education (PDF in Arabic, 500 KB), which directs government schools to adapt themselves to cater to the needs of people of determination and provide them with the best education services.

Additionally, the ministry established the People of Determination Department (formerly known as the Special Education Department) in 2008 to protect the rights of determined students and provide them with equal opportunities. The ministry also provides all supporting services (mentioned below) to help students be determined for free in government schools.

The ministry provides specialized teachers with high behavioral skills that enable them to care for people of determination. It also launched several skill training programs with clear instructions on dealing with people with visual and hearing impairments. It launched programs for teachers to identify talents, understand sign language for those with hearing difficulties, and adequately deal with language disorders experienced by children.(4)

The ministry has established support centers across the UAE to follow up on the progress of students of determination before and after inclusion within schools. These centers provide different services, such as diagnosing students with disabilities and learning difficulties, providing recommendations, assisting parents in dealing with their child's condition, and advising support services suitable for their children.

#### Services and facilities for students of determination

The schools are required to provide the following facilities for students of determination:

- o wheelchair ramps and elevators, toilets, buses, cars, and parking spaces prepared for students with physical disabilities.
- o unique education resource rooms and sensory and comprehensive rooms
- o specialized human cadres such as special education teachers, teacher assistants, escorts, sign language interpreters, Braille education specialists, visual impairment specialists, psychologists, speech and language specialists, particular education specialist
- o assessment and diagnosis of students of determination by a multidisciplinary team
- o support services and individual and group treatment and rehabilitation sessions, according to their needs, such as speech and language sessions, Braille education sessions, behavior modification sessions, sign language sessions
- o counseling, awareness, and guidance sessions for parents of students of determination
- o devices and assistive technologies according to their unique needs
- o workshops and courses for administration staff, teachers, guides, specialists, and parents of students.

Note that workshops are conducted for students of both public and private schools.

In addition, schools must support students' determination by engaging them in all ministry activities, such as prize awarding, competitions, and programs inside and outside the UAE, such as the "Our Ambassadors" program. (5)

Below is a list of assistive technologies provided to each student in the determination category according to their needs.

- 1- Visual impairment: Desktop magnifier for reading and writing, Braille Note, Goalball, Classic and regular Perkins Braille, Sensory bag to develop the sensory skills of the visually impaired student.

2- Autism and mental impairment: Talking photo album, Devices specialized in communication and language skills development, Comprehensive talking Arabic language skills bag.

3- Hearing impairment: Frequency modulation (FM) system in the classrooms.

Caring for students of determination during the COVID-19 crisis

The ministry continued to support students of determination during the pandemic of COVID-19 through distance education platforms such as Microsoft Teams, Al-Diwan, etc.). Exams were conducted electronically. A sign language interpreter was provided to the students. Remote assessment, diagnosis, and treatment sessions continued.

Dubai Inclusive Education Policy Framework

In support of the ‘everyone’ initiative and the Dubai Disability Strategy 2020, which aims to make Dubai disability-friendly by 2020, the Knowledge and Human Development Authority (KHDA) launched the Dubai Inclusive Education Policy Framework.(6)

The framework provides valuable information about the standards required in educational practice. It offers clear guidance on the actions to ensure quality inclusive services for students of determination (disabled or people with special needs).

The framework applies to all education sectors across Dubai. It includes early childhood services, special needs centers, and primary, secondary, and higher education providers. It also empowers education providers, regulatory authorities, and governing bodies in Dubai to monitor progress and compliance closely.

Equal opportunities

MOE offers several training programs and facilities targeting children of determination, their parents, and kindergarten teachers.

Programs include guidance for dealing with people with visual and hearing disabilities, talent identification programs, getting familiar with sign language for people who are deaf or hard of hearing, and handling speech and language disorders in kindergarten-going children.

Support centers

The Ministry of Education has set up support centers to follow up and evaluate the progress of people of determination before and after school integration. These centers provide various services, including individual diagnoses of students with disabilities and learning difficulties, recommendations, helping and supporting parents to deal with their child's situation, and directing them to sources with appropriate support services for their child.

National institutes concerned with people of determination can benefit from annual grants and rewards and professional programs for qualifying experts in the field of special education.

Community Development Authority (CDA) offers tuition assistance in cash up to AED 50,000 per year to low-income earners with children with disabilities. (7)

## Chapter 3

### Social and cultural factors and challenges facing women with disabilities.

In this chapter, I will talk about the social and cultural challenges facing women with disabilities in all countries of the world in general, as most women with disabilities in the world face these challenges. Still, women with disabilities in the UAE do not face these challenges. This is essentially the case with women in the rest of the world, and the reason is due to the efforts of the UAE government to give women with disabilities their full rights. Instead, it has established laws that guarantee and distinguish their rights from those of other groups.

Any functional impairment is not always converted to disability. It is only when people with disabilities are not given enough opportunities to utilize their potential that these barriers change the impairment into disability. Gender acts as a catalyst for this change. Many of the official records and data are gender blind, and therefore, disabled women are yet to receive the due attention towards their rights. Some of the challenges experienced by disabled women are:

#### 1- Survival:

Disabled women face discrimination right from their birth. When the life of normal female infants is ended by feticide and infanticide, the plight of disabled girl children is worse. With the help of highly sophisticated reproductive technologies, the imperfect fetus is eliminated, denying their right to survival. Though some succeed, they continue to suffer for other survival needs.(8)

#### 2- Poverty:

Disabled girl children in low-income families are the depressed of the depressed in the society. Due attention and care are not given to them. Their needs are often neglected, so they do not show the required physical and mental growth. Poor, disabled girls struggle for everything throughout their lives, for example, ill health, malnutrition, and low level of quality of life.

#### 3- Literacy and Education:

Access to literacy and education, even now, remains a big challenge for disabled women. When compared to men with disabilities, these women are less educated. Only a very few end up in higher education. Gender plays a significant negative role in identifying the educational needs of disabled girls, so a minimal number of girls are admitted to special schools.

Moreover, when there is generally a skewed teacher-student ratio, how can a girl with physical or intellectual disability get access to adequate attention? Again, higher education is a great challenge for them as they face problems like accessibility and accommodation. Gender and disability stereotyping hinder them from aiming for higher aspirations and employment in different fields. (9)

#### 4- Vocational training:

Vocational training is an area where the average person finds it difficult to enter. The need for women and girls vocational training is not yet understood clearly. Also, there is patriarchal thinking that only men are fit for technical skill orientation, and women and girls should confine themselves to domestic chores. The organizational and physical barriers also influence this kind

of thought, where women with disability find it difficult to reach the industrial centers and other vocational centers, which are usually situated in the urban areas, which rural women find difficult to access. It is essential to note here that how many women who are vocationally trained are placed in employment? The placement services are inferior for disabled women.

#### 5- Employment and paid work:

In a society where non-disabled women are denied education, productive work, and health care, it is considered a waste of resources to help women with disability. The market forces have denied them opportunities as if they do not have any role to play in the economy. Therefore, they are placed in significantly lower cadres and denied full-time employment and equal wages. Under the reservation policy, 3 percent of the public sector employment is reserved for disabled people. There are two questions here. First, given the increase in the number of disabled women both in urban and rural areas, will this 3% reservation be enough to cater to the employment needs of people with disabilities? Second, should we not push it further, i.e., to increase the percentage of reservations for people with disabilities in public employment? Even in that 3%, it does not explicitly mention what percentage is allotted for women with disability. It is a general quota, and women are not preferred. (10)

#### 6- Health:

The general health status of both physically and mentally disabled women is highly deplorable, especially those with locomotive and mental disorders. Most of the time, their health needs are unattended. This aggravates their poor health conditions, leading to added disability. They may perform better if their health needs are addressed correctly. Women with disabilities undergo depression and other psychological conditions that will affect their normal functioning.

#### 7- Malnutrition:

The consumption of required nutritional intake is a big challenge for disabled women. It has been proved by various studies that there is already gender discrimination in nutritional intake and the quality of food given to girls or women in a family. When fueled by disability, women are less cared for, and their dietary supplements are not given importance. Most of the time, they are undernourished and are not considered productive family members. Undernutrition leads to lots of other complications related to their disability and their physical and mental health in general.(11)

### Chapter 4

Community services and support are provided to women with disabilities in the UAE.

The results of a study by the Ministry of Community Development showed that the reality of women's determination and their circumstances improve automatically as they improve their education. In contrast, the study shed light on several areas related to the reality of women's determination in the labor market, their social reality, the therapeutic and rehabilitation reality, and the educational reality, which came as the best fields in which This is what women in this category live.

Since its founding by the late Sheikh Zayed bin Sultan Al Nahyan, the United Arab Emirates has witnessed significant and rapid transformations in various economic, social, and political fields, especially in advancing women's issues and community participation. Women's empowerment also received special attention from the late Sheikh Khalifa bin Zayed. Al Nahyan may God have mercy on him, as well as with unlimited interest from His Highness Sheikh Mohammed bin Zayed Al Nahyan, President of the State. May God protect him and his brother, His Highness Sheikh Mohammed bin Rashid Al Maktoum, Vice President, Prime Minister, and Ruler of Dubai, and his brother, His Highness Sheikh Mansour bin Zayed Al Nahyan, Vice President of the State. Deputy Prime Minister, Minister of the Presidential Office, and their brothers, Their Highnesses the Sheikhs, Members of the Supreme Council of the Federation, and Rulers of the Emirates. Emirati women have assumed a unique and prominent position in all sectors of society and the joints of the state. The United Arab Emirates has become a role model in human development and global competitiveness indicators, especially for closing the gap. Gender enabled the United Arab Emirates, thanks to policies that consider women's empowerment, to rank first among Arab countries and 68th among countries in the world in global competitiveness indicators in 2022.

Since its founding on August 27, 1975, the General Women's Union has been able to provide many initiatives, projects, and programs directed at serving women, as its journey began from an insightful vision based on a clear message and goals developed with great care that meet the needs of women and are in harmony with the 2071 centenary of the government of the United Arab Emirates and the strategy of the government of the United Arab Emirates. Abu Dhabi 2030 supports its efforts to prepare women capable of serving their country and preserving its gains to achieve the highest level of care, protection, justice, and effective participation. (12)

The National Policy for Women's Empowerment in the UAE for the year 2023 was recently launched, with the aim of women's fair and comprehensive participation in influencing all fields and enhancing the quality of life in society to provide a general, reference and guidance framework for decision-makers in federal and local government institutions, the private sector and civil society, to ensure the strengthening of efforts—empowerment and leadership of women in the UAE. In addition, the General Women's Union, in cooperation with the General Secretariat of the Council of Ministers and the General Secretariat of the Executive Councils in each emirate, are the main partners in following up on the implementation of the national policy to empower women in the country. The General Women's Union holds periodic meetings with the relevant institutions to follow up and evaluate the progress made in implementing the plans and propose amendments if necessary to ensure the achievement of the goals.

First: Building a cohesive and supportive family to enhance the role of women in society:

They are developing programs to enhance family cohesion and support women's fulfillment of their role in the family, ensuring the availability and access to community support networks for women to deal with the challenges and requirements of life and ensuring the availability of services related to life's requirements in a reliable, safe and easy manner that takes into account the privacy of women and the family, supporting the role and responsibilities of guardians for people of determination through Designing appropriate curricula and educational experiences, enhancing women's mental health in the face of societal changes and enabling their access to

therapeutic, counseling and psychological rehabilitation services and continuing to develop and present women's preventive and curative health programs that suit their current and expected needs—developing public and private sports facilities that fit women's interests in sports and empowerment. Using them in a way that considers the needs and privacy of women, establishing centers to protect women and abused children, and developing and expanding the scope of services provided by existing centers. (13)

Second: Integrating women into the labor market and future sectors in a balanced manner:

By increasing job opportunities based on work systems that are compatible with the different roles of women, developing and applying systems, standards, and guiding practices for the ideal work environment for women, ensuring their activation, and encouraging the labor market to adopt them. Supporting women's establishment of innovative projects within future sectors and the sustainability of those projects in a manner commensurate with the nature of the challenges they face in the labor market and their current role. Building a societal culture that trusts, supports, and empowers women to fulfill their political and economic roles.

Third: Developing capabilities and enhancing women's future skills:

Developing entrepreneurship skills among girls, homemakers, and female workers, providing continuing education, acquiring future skills, and vocational and technical training for women, encouraging and supporting the development of academic qualifications and programs for commerce and digital technologies targeting women, and developing and providing programs for various life skills that help women and enhance their quality of life.

The capabilities of the national policy for empowering women include two directions:

1. Developing the legislative and regulatory environment that supports and enables women's quality of life, from which three directions emerged:

- Design proactive laws, legislation, and regulations and develop existing ones based on possible scenarios regarding discrimination against women. (14)
- Ensuring the enforcement of particular laws and legislation to protect women from violence, assault, and discrimination at work and in the family
- Developing federal and local laws, legislation, and regulations that support women's access to social benefits.

2. Strengthening institutional work and partnerships at the national and international levels has five directions, including:

- Ensuring the availability of national data by gender and sharing it with relevant authorities to support decision-making
- Supporting the establishment of an integrated statistical framework for women and conducting studies to guide relevant public policies and programs
- Strengthening and developing relationships and partnerships with regional bodies and organizations in the field of women's empowerment and achieving balance

- Ensuring the adoption of a participatory approach in working with the private sector and civil society to achieve the agendas in support of women adopted by the state
- Promoting integration of roles within the public sector concerned with women and the governance of their affairs. (15)

## Chapter 5

### Rehabilitation and employment opportunities for women with disabilities in the UAE

The United Arab Emirates (UAE) has made remarkable progress in enhancing the rehabilitation and employment opportunities for women with disabilities. The country has established a robust legislative framework “to protect the rights of persons with disabilities,” including women, through ratifying “the Convention on the Rights of Persons with Disabilities (CRPD) in 2008” . The UAE's federal law on the rights of “persons with disabilities, Law No. 29 of 2006”, prohibits discrimination based on disability and mandates equal access to education, healthcare, and employment.

Education is considered a fundamental right for all, including women with disabilities. The government has implemented inclusive education policies, special education centers, vocational training, and skill development programs to ensure quality education for children with disabilities. Employment opportunities have been promoted through affirmative action programs, reasonable accommodations for employees with disabilities, and initiatives to train and empower women with disabilities. Rehabilitation services, which offer physiotherapy, occupational therapy, speech therapy, and counseling, play a crucial role in improving the quality of life for women with disabilities.

However, challenges remain in the rehabilitation and employment of women with disabilities, such as societal stigma, “limited accessibility to services, and a lack of awareness about” their rights and needs. To address these challenges, efforts are needed to raise awareness, improve accessibility, and promote inclusivity.

The UAE's legislative framework is a crucial foundation for rehabilitation and employment opportunities specifically designed for women with disabilities. It guarantees the right to work for people with disabilities, mandates employers to consider their needs and potential, and includes provisions for the quota system. Rehabilitation programs are designed to develop facilities and services that help women with disabilities gain the necessary skills and qualifications to enter or re-enter the workforce.(16)

Workplaces must be accessible to people with disabilities, including physical accessibility, flexible working hours, specialized equipment, and modification of work tasks. Supportive services, such as career counseling and job placement programs, are also established to bridge the gap between vocational rehabilitation programs and actual employment. Anti-Discrimination protections ensure equal promotion and career advancement opportunities, contributing to a more inclusive work environment.

Vocational rehabilitation is a cornerstone of the UAE's efforts to enhance employment opportunities for women with disabilities. This structured process focuses on enabling disabled

individuals to secure and retain employment, thereby achieving economic independence and social integration. It is implemented through assessment and individualized planning, skill development and training, workplace adaptation, job placement services, employer engagement, support networks, and monitoring and follow-up.

The legislative framework in the UAE not only protects the rights of women with disabilities but actively promotes their full integration into society through focused rehabilitation and employment initiatives. This holistic approach helps build a supportive ecosystem “that acknowledges the unique challenges faced by women”, with disabilities while tapping into their potential as contributing members of the workforce.

The UAE government is actively championing inclusive employment practices, particularly for women with disabilities. This includes initiatives like the 'People of Determination' badge, which helps organizations recognize and implement inclusive employment standards. Companies are also encouraged to meet quotas for hiring people with disabilities. Inclusive employment is not just a priority, but a necessity in the UAE, particularly in providing rehabilitation and employment opportunities for women with disabilities.(17)

The UAE's legal framework mandates inclusive employment practices, ensuring that women with disabilities are not discriminated against in the job market. Employers are offered various incentives, such as financial benefits, tax exemptions, and support for workplace modifications. Awareness and training programs are also being promoted to raise awareness among employers and the general workforce about the capabilities of people with disabilities. Job matching and customization programs are designed to match job requirements with the abilities of women with disabilities, enhancing productivity and job satisfaction.

Technological integration is not just a trend, but a powerful tool in creating inclusive work environments. Assistive technologies are being used to facilitate inclusive employment, offering flexible working hours, remote work options, and part-time positions that can significantly benefit women with disabilities, allowing them to manage their health needs and work commitments more effectively. Support and advocacy networks within the workplace can enhance their employment experience by providing mentorship, advocacy, and social interaction.

Continuous monitoring and adaptation are not just important, but essential, for identifying areas for improvement and ensuring that the workplace remains responsive and inclusive. The UAE's concerted efforts to promote inclusive employment reflect a broader commitment to diversity and equal opportunities. By fostering an inclusive workplace, the UAE “not only enhances the lives of individuals with disabilities but also” enriches the workplace culture and boosts overall productivity.(18)

Organizations like the Zayed Higher Organization for People of Determination provide comprehensive support from rehabilitation to employment integration for women with disabilities, fostering independence and self-sufficiency. Support and integration are vital components in ensuring that women with disabilities gain employment and sustain and thrive in their roles within the UAE.

The UAE focuses on technological aids and accessibility to support rehabilitating and employing people with disabilities. This includes accessible workplace environments, specialized software, and other technological aids that facilitate the work of people with disabilities. “Assistive technologies, such as screen readers for the visually impaired,” speech-to-text software for deaf or hard of hearing individuals, and adaptive hardware like ergonomic keyboards or specialized input devices for those with motor disabilities, are being used “to break down barriers and create a more inclusive and” productive work environment.

Accessible digital platforms, such as company websites, intranet sites, and online tools, are also being made fully accessible, adhering to web accessibility standards. Mobile accessibility applications, such as navigation assistance, real-time captioning, and visual recognition, are increasingly common, helping women with disabilities in their personal and professional lives. Workplace modification technologies, such as adjustable desks, accessible door openers, or environmental control systems, are also necessary to make the workplace environment more accessible.

Training and support for technology use are crucial, with employees having access to tutorials, hands-on sessions, and technical support to utilize the provided technologies fully. “Effective communication and collaboration are essential in any” workplace, and tools facilitating communication, such as video conferencing software with captioning capabilities or collaboration platforms accessible to all employees, play a crucial role in integrating women with disabilities into team dynamics.

Feedback and innovation are also essential for improving accessibility. Employers should stay updated on advancements in assistive technologies and adapt their accessibility measures as new solutions become available. Partnerships between the government and private technology firms can drive the development and implementation of advanced accessibility solutions, further enhancing the work environment for women with disabilities.

Awareness and advocacy are also being promoted through various strategies, including educational campaigns, workplace diversity training, collaborations with disability advocacy groups, inclusion conferences, and seminars, support for Employee Resource Groups (ERGs), policy advocacy, visibility through leadership, and social media platforms.

Through these various avenues, the UAE is actively working to improve the integration of women with disabilities into the workforce by raising awareness and advocating for supportive practices and policies. This helps create a more inclusive society and maximizes the potential of its entire workforce. These concerted efforts reflect the UAE's unwavering commitment to inclusivity and equality in employment for all citizens, including women with disabilities. (19)

## Chapter 6

Empowering people with disabilities and achieving future aspirations in the UAE.

Empowering people with disabilities is a crucial issue globally, and the UAE is one of the countries with a strong focus on this issue. The UAE has developed policies and programs to ensure active participation in society, recognizing each individual's value and inherent potential,

regardless of their abilities. This dedication stems from its fundamental values of inclusivity, equality, and social justice.

The UAE has sought to promote an environment where people with disabilities can live independent and fulfilling lives, including education, employment, healthcare, accessibility, and social inclusion. “The UAE has demonstrated a proactive approach to” engaging with stakeholders, including government, civil society organizations, academia, and the private sector, in initiatives that promote human rights and the well-being of individuals with disabilities.

Understanding disability and determining types of disability is essential for creating inclusive societies and implementing effective policies and programs to support individuals with diverse needs. This chapter will provide an overview of disability and its various physical, intellectual, sensory, and psychological disabilities. By illustrating the complexities of disability, we can lay the foundation for tailored interventions and “initiatives that address the unique challenges faced by individuals with” disabilities.

The varied spectrum of disabilities will be explored, including physical disabilities, cognitive disabilities, sensory disabilities, and mental disabilities. The intersection and complexity inherent in disability will be highlighted, recognizing that individuals may have multiple disabilities simultaneously, each affecting others uniquely. Policymakers and practitioners can design more inclusive and responsive programs that promote the rights, dignity, and well-being of individuals with disabilities.

Understanding disability and identifying disabilities are essential steps toward promoting inclusiveness, equity, and social justice for all members of society. By embracing diversity and meeting each individual's unique needs, we can build a more inclusive world where individuals with disabilities can realize “their full potential and participate meaningfully in all aspects of life.” (20).

This chapter reviews the policies and programs implemented by the UAE Government to empower persons with disabilities, focusing on recent developments and pioneering initiatives. “The UAE has emerged as a global leader in”, promoting inclusiveness and empowerment for individuals with disabilities. The study aims to provide insight into existing policies and programs and analyze their effectiveness, impact, and areas of improvement.

The legal and policy framework governing disability empowerment in the UAE will be examined, including the United Arab Emirates Disability Act and government strategies to promote the rights, integration, and well-being of persons with disabilities. Education and skills development programs will be examined, focusing on access to quality education and skills development opportunities for persons with disabilities. Employment and economic empowerment initiatives will be explored, including affirmative action measures, workplace accommodation, entrepreneurship support schemes, and initiatives to promote inclusive employment practices in public and private sectors.

Healthcare and social services will be discussed, and policies and programs related to providing healthcare services, rehabilitation programs, assistive technology, and social welfare plans will be examined. Accessibility and infrastructure development will be discussed, focusing on

physical access, transport, communications, and access to information technology for persons with disabilities. (21)

Challenges and obstacles to empowering persons with disabilities in the UAE include social, cultural, economic, and legislative challenges. Social and cultural barriers include prevailing attitudes and stereotypes towards disability, societal stigma, and discrimination faced by individuals with disabilities in various areas of life. Economic barriers include limited employment opportunities, discrimination in the workplace, unequal access to economic resources, and financial barriers to accessing essential services and assistive technologies.

The legislative framework governing disability rights and empowerment in the UAE will be assessed, identifying gaps and constraints. The report will address challenges related to the lack of comprehensive anti-discrimination legislation, inconsistencies in legal protection across the UAE, and the need for more robust enforcement mechanisms to ensure the practical realization of disability rights.

This study focuses on strategies for realizing the future aspirations of persons with disabilities in the UAE, including developing appropriate employment programs, raising social awareness, and advancing assistive technology. The UAE is committed to promoting inclusiveness and empowerment of individuals with disabilities, and it is essential to create targeted strategies that meet their needs.

Developing employment-friendly programs, such as vocational training and accommodation services, will enhance the employability and retention of jobs for persons with disabilities. Public-private partnerships will be crucial in creating inclusive work environments and promoting diversity and inclusion in the workforce. Increased social awareness of the rights and issues of persons with disabilities will be discussed to address stereotypes, combat stigmatization, and promote positive representation of persons with disabilities in media, education, and public discourse. Advocacy campaigns, community participation initiatives, and disability awareness training programs will be explored to promote empathy, understanding, and acceptance within society.

Advanced assistive technology will be developed to enhance the autonomy, mobility, and quality of life of persons with disabilities in the UAE. Research and innovation will be used to create affordable and accessible auxiliary technologies tailored to the specific needs of the UAE context.

The study provides practical recommendations for enhancing efforts to empower people. Through collaborative action and sustained commitment, stakeholders can work towards a more inclusive and equitable “society where individuals with disabilities are valued and respected and”, have equal opportunities for success and prosperity. The UAE is a model for disability empowerment and inclusion worldwide.

Empowering people with disabilities is essential to achieving sustainable development and building inclusive and equitable societies. Studies and research in this area can significantly enhance countries' efforts to achieve these goals. Prioritizing empowering persons with disabilities is essential to achieving these overarching societal goals. Policies and practices,

studies, and research in this field are invaluable tools for guiding policies and practices, driving progress, and ensuring no one lags in pursuing sustainable development goals. (22)

## Chapter 7

### Theoretical Framework of Islamic Sharia for Women with Disabilities

The theoretical framework of Islamic Sharia for women with disabilities is based on the core values of justice, equality, and mercy, which are foundational to Islamic jurisprudence. The Qur'an affirms the dignity of every individual, including those with disabilities, by stating that all humans are created with honor and are entitled to respect and care (Qur'an 17:70). This principle underpins the Islamic perspective on disability, emphasizing that women with disabilities should be treated with the same rights and privileges as others. The Sharia mandates that society provides necessary support to ensure their full participation in social, religious, and economic life. (23)

In the sphere of religious duties, Islamic law offers flexibility for women with disabilities. Modifications to acts of worship, such as prayer, fasting, and pilgrimage, are provided based on individual capacity, which reflects the mercy and adaptability of Sharia. (24) Moreover, Islamic jurisprudence protects the legal rights of women with disabilities in personal status issues, such as marriage, inheritance, and financial matters, ensuring they are not discriminated against due to their disabilities. (25) Islamic law further extends protections through frameworks designed to empower women with disabilities to live dignified and autonomous lives. (26)

Contemporary Islamic scholars continue to emphasize the importance of addressing the evolving needs of women with disabilities in today's society. This includes incorporating modern legal principles and social accommodations to ensure that Sharia remains an effective and inclusive legal system (27). By upholding the principles of justice and equity, Islamic Sharia continues to offer a comprehensive framework for ensuring that women with disabilities are respected and empowered within both traditional and modern contexts (28 ). So in otherwise, This can be illustrated through the following points:

#### 1. Justice, Compassion, and Care

Islam emphasizes the necessity of providing support and care, highlighting the importance of justice and equality in all areas of life. The religion calls for compassion and attention towards individuals with disabilities, particularly women, deeming the provision of care and support a societal and familial obligation. (29)

#### 2. Affirmation of Human Dignity

Islam asserts that every individual possesses dignity, regardless of physical or mental condition. The Prophet Muhammad (peace be upon him) reinforced the respect for women and their rights through numerous hadiths, including the admonition to "treat women kindly." (30)

#### 3. Right to Education and Training

Education is an obligation for every Muslim, male or female. Therefore, it is essential to provide educational opportunities for women with disabilities, enabling them to develop their skills and capacities. (31)

#### 4. Right to Work and Provision of a Suitable Environment

Islam encourages women, including those with disabilities, to participate in the workforce. It is imperative to offer them opportunities for employment and community engagement. The community is responsible for providing social and psychological support for women with disabilities, which contributes to improving their quality of life. (32)

#### 5. Right to Marriage

Marriage is a right guaranteed to women with disabilities, and their condition should not preclude them from this fundamental aspect of life.(33) Women with disabilities should have the autonomy to choose their life partners, and their preferences must be respected. Marriages are considered valid, and it is impermissible for a guardian to marry a woman without a suitable match unless she consents. (34) As reported by Aisha (may Allah be pleased with her), the Prophet Muhammad (peace be upon him) said: "Choose your spouse wisely and marry those who are of equal standing." (35)

#### 6. Inheritance Rights

Women with disabilities, whether physical or intellectual, have the same inheritance rights as others. Their disabilities do not prevent them from receiving their legally entitled shares of inheritance, which are allocated according to Islamic inheritance laws.

#### 7. Maintenance Obligations

Guardians or husbands must provide maintenance for women with disabilities, encompassing necessary care and support, including any specific needs they may have.(36) The four schools of Islamic jurisprudence agree on the obligation of husbands to provide for their wives with disabilities, as fulfilling this duty is considered part of marital responsibilities. Maintenance includes any special services that the wife may require due to her disability.(37)

These points collectively illustrate how Islamic law addresses the rights and dignities of women with disabilities, reflecting the commitment of Islam to justice, equality, and human dignity.

### Chapter 8

#### Applications of Islamic Legislation Related to the Rights of Women with Disabilities

Islamic jurisprudence offers numerous practical applications regarding worship, personal status, transactions, testimonies, and inheritance that adhere to the principle of alleviating hardship through facilitation or exemption, especially for individuals with disabilities, both mental and physical. These applications can be outlined as follows:

##### I. Worship Applications for Women with Disabilities

A. Purification: The four schools of thought agree that mental disabilities, such as those affecting the insane or feeble-minded, exempt individuals from the obligation of purification due to their

lack of accountability. Similarly, individuals with physical disabilities that hinder purification are considered excused and are not held to this requirement. (38)

B. Ablution (Wudu): Regarding the rulings on the ablution of individuals with amputations, there is a consensus among the four schools on the need to accommodate the circumstances of the amputee. Women can wash the remaining healthy parts or perform tayammum (dry ablution) if they face obstacles. The views of the schools are as follows:

- Hanafi: The amputee must wash any remaining parts of the hand or foot. If the amputation is from an area that cannot be washed, they may perform tayammum. (39)
- Maliki: The amputee is required to wash the healthy limbs, and if the amputated parts are in the washing area, tayammum is permissible. (40)
- Shafi'i: The amputee is expected to wash the remaining parts of the ablution and is deemed to have performed a valid ablution. (41)
- Hanbali: The amputee must wash the remaining limbs and is allowed to perform tayammum if ablution is not possible. (42)

This demonstrates that while each school holds distinct views, the ultimate outcome is the facilitation of ablution for individuals with disabilities.

#### C. Prayer (Salah):

The issue of the prayer of those with severe disabilities (such as paralysis) is addressed by the scholars as follows:

- Hanafi: It is recommended for the disabled individual to pray in their condition. If they cannot stand, they may pray seated; if unable to sit, they may pray lying on their side.(43)
- Maliki: The disabled may pray seated if they cannot stand, and if they cannot sit, they can pray on their side. They are also permitted to gesture if unable to move.(44)
- Shafi'i: The disabled person may pray seated; if unable, they can pray lying down or on their side, gesturing appropriately for bowing and prostration.(45)
- Hanbali: The disabled individual is permitted to pray seated, and if that is not possible, they can pray lying down or on their side, also allowed to gesture.(46)

There is a general consensus among the scholars that the disabled individual can pray according to their condition, allowing for seated or lying prayers with gestures if they are unable to move.

#### D. Fasting (Sawm):

There are numerous rulings regarding the exemption of disabled women from fasting or facilitating it according to their health conditions. The scholars of the four schools agree that a disabled woman is excused from fasting if her disability affects her ability to do so. If the disability is permanent, she may be required to provide a fidya (compensation), while if it is temporary, she should make up the fast after her condition improves.(47)

## II. Personal Status Applications for Women with Disabilities

1. Marriage of Mentally Disabled Individuals: All schools of thought consider mental capacity a prerequisite for valid marriage. Thus, the marriage of a feeble-minded person is deemed invalid.(48)

2. Marriage of Physically Disabled Individuals: The four schools agree on the permissibility of marriage for individuals with physical disabilities, provided they are of sound mind and capable of giving consent. Physical incapacity is not considered a legal barrier to marriage as long as the individual can fulfill their marital duties.(49)

## III. Financial Transactions for Women with Disabilities

1. Sales by the Mentally Disabled: The four schools concur that the sales of a mentally disabled individual (such as the insane or intellectually impaired) are invalid, as such individuals lack the capacity to differentiate and, therefore, do not possess the requisite legal competence to enter contracts. (50) All schools regard their transactions as void. This highlights Islam's concern for the financial rights of individuals with mental disabilities, protecting their assets from exploitation.

2. Liability for Damages by the Mentally Disabled: The question arises regarding whether a mentally disabled individual is liable for damage to property or belongings according to the scholarly schools:

o Hanafi: The mentally impaired individual (who cannot differentiate) is not held liable; however, their guardian may be required to compensate for damages caused.(51)

o Maliki: They assert that the mentally disabled are not liable unless the harm was caused intentionally.(52)

o Shafi'i: The mentally disabled are not liable for damages, but their guardian may be held responsible if the individual had some awareness of their actions.(53)

o Hanbali: They align with other schools in stating that the mentally impaired are not liable but emphasize the guardian's responsibility if the individual is under their care.(54)

## IV. Judicial Applications for Women with Disabilities

A. Justice Between Disabled and Non-Disabled Women: This pertains to their status in terms of testimony and rights. (55) All four schools agree on the importance of justice in accepting testimony, noting that disability does not preclude acceptance as long as other conditions of justice are met

B. Testimony of Blind Women in Women's Matters: Scholars have discussed this issue, noting the unique perspective women have in matters that may not be accessible to men, which can include testimony regarding menstruation, childbirth, and other women's issues. The schools' perspectives are as follows:

- Hanafi: Some Hanafi scholars accept the testimony of blind women in women's matters, as testimony relies on knowledge and certainty.(56)

- Maliki: They accept the views of blind women in relevant matters, considering their experiences as valid.(57)
- Shafi'i: They acknowledge that the testimony of blind women is acceptable in women's matters, as it is based on experience.(58)
- Hanbali: They accept the testimony of blind women but prefer that there be corroborating testimony alongside theirs.(59)

The above indicates a variation in the opinions of the four schools regarding the testimony of blind women in women's matters, with the majority leaning towards accepting their testimony in these contexts.

## Chapter 9

### Analysis of the Role of Sharia in UAE Legislation Related to People with Disabilities

The role of Sharia in the UAE's legislation concerning people with disabilities (PWDs) is significant, reflecting the broader principles of justice, equality, and compassion embedded in Islamic law. Islamic jurisprudence places a strong emphasis on the protection and welfare of all individuals, including the most vulnerable, such as people with disabilities. Rooted in the Quran and Hadith, Sharia promotes the idea that every individual is inherently dignified, regardless of physical or mental capacity, and that society has a collective responsibility to protect and support them. This fundamental Islamic principle has profoundly influenced the UAE's legal framework, shaping its policies to ensure the protection, inclusion, and empowerment of PWDs.

One of the key sources of Sharia, the Quran, explicitly emphasizes the equality of all humans, a concept that underscores the UAE's legal commitment to ensuring equal rights and opportunities for PWDs. In particular, Sharia stresses the importance of justice ('adl) and compassion (rahma) towards the weak and vulnerable, principles that are central to Islamic ethics. These values are clearly reflected in the UAE's Constitution, which guarantees equality for all citizens (Article 25) and prohibits any form of discrimination based on disability. This constitutional commitment is an extension of the Islamic belief in the dignity of every individual (karamah), particularly those who are disadvantaged. (60)

Sharia's influence is evident in landmark legislation such as Federal Law No. 29 of 2006 on the Rights of People with Disabilities, which was the first federal law in the UAE dedicated to addressing the rights and needs of PWDs. This law establishes comprehensive rights for PWDs in areas like education, healthcare, employment, and social integration. It also aligns with Islamic teachings that stress the importance of providing opportunities for individuals with disabilities to live dignified lives and to participate fully in society. This law ensures that the government provides appropriate accommodations and support services, echoing the Islamic legal obligation of *taysir* (facilitation), which requires that barriers to accessibility and inclusion be removed. (61)

Furthermore, the Islamic principle of collective responsibility ( *fard kifaya* ) plays a crucial role in shaping UAE policies toward PWDs. Sharia holds that the community is collectively responsible for ensuring the well-being of those who are vulnerable, a concept that resonates

with the UAE's comprehensive social welfare programs. This idea is reflected in Federal Law No. 12 of 2019, which amended and expanded the rights of PWDs, strengthening their access to rehabilitation, education, and social security. The law also promotes the integration of PWDs into the workforce, a reflection of the Islamic obligation to provide equal opportunities for all individuals, regardless of their disabilities. (62)

In addition to these domestic laws, the UAE's ratification of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) in 2010 demonstrates the country's commitment to aligning its Sharia-inspired legal framework with international human rights standards. This integration reflects the flexibility of Islamic law in adapting to contemporary challenges while maintaining its core principles of justice and equality. (63)

Sharia's emphasis on compassion, dignity, and justice continues to influence the UAE's legislative efforts to empower and protect PWDs. By blending these Islamic values with modern legal standards, the UAE ensures that its laws not only protect the rights of PWDs but also create an environment that fosters their inclusion, participation, and empowerment within society. This fusion of Sharia with contemporary legal frameworks ensures that people with disabilities are respected, cared for, and given the same opportunities to thrive as any other member of society

### **3. The results of the study :**

In conclusion, this study found that:

- There are specific legislations and laws for women with disabilities in the United Arab Emirates, and they fully enjoy their rights.
- Among the rights of girls and women with disabilities in the UAE is education, and the UAE has adopted an inclusive education policy.
- There are many social and cultural factors and challenges faced by women with disabilities, and the UAE has managed to address and overcome these challenges thanks to its fair laws.
- The UAE provides a lot of community services and support for women with disabilities at all levels and in all fields.
- The UAE's legislations and laws provide rehabilitation and employment opportunities for women with disabilities in all sectors.
- The UAE has adopted a policy of empowering persons with disabilities and fulfilling their future aspirations, ensuring the provision of everything this group needs.
- Sharia emphasizes equality and dignity for all, including PWDs. This principle is reflected in the UAE Constitution, ensuring non-discrimination and full participation for PWDs in society.
- Sharia-Inspired Legislation , Federal Laws No. 29 (2006) and No. 12 (2019) align with Sharia's principles of justice and compassion. These laws establish comprehensive rights for PWDs in education, healthcare, and employment, ensuring their inclusion and accessibility.

-Integration with International Standards\*\*: The UAE's ratification of the UNCRPD (2010) shows how Sharia values are harmonized with global human rights norms, blending Islamic ethics with modern legal frameworks for PWD empowerment.

#### 4. Recommendations:

1. Arab and international legislation and laws should include the empowerment of women and girls with disabilities and their rights, as the UAE has done
2. The laws should include deterrent legislation for those who mistreat women and girls with disabilities
3. Providing jobs in the government and private sectors that suit the needs of women and girls with disabilities
4. Developing education and work environments with the latest technologies that empower women and girls with disabilities to perform their roles and have effective national participation in future visions and serve their countries.

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