

THE ROLE OF MUSLIM WOMEN IN THE GLOBAL ECONOMY

Nurhafna Balqis^{1*}, Anggi Syahfitri Siahaan², Khairani Hayat Situmorang³

^{1,2,3}institut Agama Islam Daar Al Uluum Asahan
nurhaffna@gmail.com¹, anggisyahfitrisiahaan@gmail.com²,
hayatkhairanisitumorang@gmail.com³

<p>Receive: 02/05/2026</p> <p>Accepted: 11/05/2026</p> <p>Publish: 01/06/2026</p> <p>Correspondence*</p>  <p>This work is licensed under the Creative Commons Attribution 4.0 International License.</p>	<p>Abstrackt - <i>This study aims to analyze the role of Muslim women in the global economy by examining their participation across various economic sectors, identifying key challenges, and exploring opportunities within the context of globalization and inclusive development. The research employs a qualitative approach using a systematic literature review (SLR) method, drawing on secondary data from peer-reviewed journals, academic books, and international institutional reports. The data are analyzed through thematic synthesis to identify patterns related to economic participation, structural barriers, and enabling factors. The findings reveal that Muslim women's participation in the global economy has increased significantly, particularly in entrepreneurship, education, healthcare, and digital industries. This growth is strongly supported by improvements in education, financial inclusion, and access to technology. However, the study also finds that socio-cultural norms, gender inequality, and institutional barriers continue to limit the full economic potential of Muslim women, especially in developing regions. Furthermore, the interaction between enabling and constraining factors plays a decisive role in shaping economic outcomes. The study highlights that Islamic economic principles, when interpreted inclusively, can support women's economic empowerment by promoting justice, equity, and ethical participation. The novelty of this research lies in its integrative approach, combining perspectives from gender studies, Islamic economics, and globalization to provide a more comprehensive understanding of Muslim women's economic roles. The study concludes that empowering Muslim women contributes not only to individual welfare but also to broader economic development, including poverty reduction and sustainable growth.</i></p> <p>Keywords : Muslim women, global economy, economic participation, gender equality, Islamic economics</p>
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

INTRODUCTION

The role of Muslim women in the global economy landscape has increasingly become a subject of scholarly attention, particularly in the context of globalization, gender equality, and inclusive development. Over the past few decades, the participation of women including Muslim women in economic activities has expanded significantly, driven by improvements in education, access to financial resources, and policy reforms promoting gender inclusion. However, despite this progress, Muslim

women often face unique structural, cultural, and institutional challenges that influence their economic participation differently compared to other groups (World Bank, 2022; UN Women, 2020). These challenges include limited access to formal employment, sociocultural expectations, and regulatory barriers in certain regions. Therefore, understanding the dynamics of Muslim women's participation in the global economy is crucial for fostering inclusive and sustainable economic growth.

From a theoretical perspective, the intersection between religion, gender, and economics provides a complex framework for analyzing the economic roles of Muslim women. Islamic teachings, in principle, support women's rights to work, own property, and engage in trade, as evidenced in early Islamic history (Ahmed, 1992; Syed & Ali, 2010). However, the interpretation and implementation of these teachings vary across different societies, leading to diverse outcomes in women's economic participation. This divergence creates a gap between normative religious principles and practical realities, which has not been sufficiently explored in global economic discourse. Consequently, there is a need to critically examine how religious values interact with socio-economic structures in shaping Muslim women's roles in the economy.

In addition, globalization has created both opportunities and challenges for Muslim women. On one hand, technological advancements and digital platforms have enabled greater access to entrepreneurship, remote work, and global markets. On the other hand, globalization has also intensified competition and exposed existing inequalities, particularly for women in developing countries. Studies indicate that Muslim women entrepreneurs are increasingly leveraging digital tools to overcome traditional barriers, yet they still face constraints such as limited access to capital and networks (OECD, 2021; Kabeer, 2016). This indicates a research gap in understanding how global economic transformations specifically impact Muslim women and what strategies can enhance their participation and empowerment.

The objective of this study is to analyze the role of Muslim women in the global economy by examining their participation in various economic sectors, identifying the challenges they face, and exploring the opportunities available to them in a globalized world. Furthermore, this research aims to contribute to the existing literature by integrating perspectives from gender studies, Islamic economics, and global development. By doing so, it seeks to provide a more comprehensive understanding of how Muslim women navigate economic systems and how their contributions can be maximized.

This research is structured into several sections. The introduction outlines the background, research problem, and objectives. The subsequent sections present a review of relevant literature, followed by the methodology used in the study. The results and analysis section discusses the key findings, while the final section provides conclusions and recommendations. This structured approach ensures a systematic exploration of the topic and facilitates a clear understanding of the research outcomes.

The significance of this research lies in its theoretical and practical contributions. Theoretically, it enriches the discourse on gender and economics by incorporating the experiences of Muslim women, which are often underrepresented in mainstream literature. Practically, the findings of this study can inform policymakers, development organizations, and stakeholders in designing inclusive economic policies that address the specific needs of Muslim women. By highlighting both challenges and opportunities, this research aims to support efforts toward achieving gender equality and sustainable economic development.

Although the primary focus of this section is to provide background and context, it is important to note that preliminary findings suggest that empowering Muslim women economically leads to broader socio-economic benefits, including

poverty reduction, improved family welfare, and enhanced community development. These implications underscore the importance of adopting inclusive policies and creating supportive environments that enable Muslim women to thrive in the global economy. Therefore, this study not only contributes to academic knowledge but also offers practical insights for advancing economic inclusion and social justice.⁷

LITERATURE REVIEW

Background Theory

The theoretical foundation of this study is rooted in the intersection of gender studies, development economics, and Islamic economic thought. From a gender perspective, the theory of gender equality emphasizes that economic development cannot be achieved without the full participation of women in productive activities. Scholars such as Sen (1999) argue that women's empowerment is both a means and an end of development, where access to education, employment, and decision-making power significantly enhances overall economic performance. In this context, Muslim women's participation in the global economy can be analyzed through the lens of capability expansion, which highlights how social and institutional structures either enable or restrict women's economic roles.

From the standpoint of Islamic economic theory, women are recognized as independent economic agents with rights to own property, engage in trade, and participate in the labor market. Classical Islamic jurisprudence and contemporary interpretations affirm that economic participation is not restricted by gender but guided by ethical principles such as justice (*adl*), welfare (*maslahah*), and balance (*tawazun*) (Chapra, 2000; Kamali, 2008). These principles provide a normative framework that supports women's economic engagement while maintaining social harmony. However, the application of these principles varies across Muslim-majority societies, often influenced by cultural norms rather than religious doctrines, creating discrepancies between theory and practice.

In addition, human capital theory plays a crucial role in explaining the economic contributions of Muslim women. According to Becker (1993), investment in education and skills development enhances productivity and earning potential. This is particularly relevant as the increasing educational attainment of Muslim women has contributed to their growing presence in professional sectors such as education, healthcare, and entrepreneurship. Nevertheless, structural barriers such as labor market discrimination and limited access to financial services continue to hinder the optimal utilization of women's human capital in many regions.

Furthermore, globalization theory provides insight into how global economic integration affects Muslim women. Globalization facilitates cross-border trade, digital entrepreneurship, and access to international markets, which can empower women economically. However, it also introduces challenges such as job insecurity, wage inequality, and the marginalization of informal workers (Stiglitz, 2002). For Muslim women, these effects are often compounded by socio-cultural constraints, making it essential to analyze globalization through an inclusive and gender-sensitive framework.

Previous Studies

A growing body of empirical research has examined the role of Muslim women in economic development. For instance, Moghadam (2005) highlights that women in Muslim-majority countries have increasingly entered the labor force, particularly in urban areas, driven by education and economic necessity. Similarly, research by

Karshenas and Moghadam (2021) shows that structural transformation in developing economies has contributed to the diversification of employment opportunities for women. These studies indicate a general consensus that economic participation among Muslim women is rising, although at varying rates across regions.

Other studies focus on entrepreneurship as a key avenue for Muslim women's economic empowerment. Jamali (2009) found that women entrepreneurs in the Middle East face both opportunities and constraints, including limited access to finance and networks, yet demonstrate resilience and innovation in overcoming these barriers. Likewise, Welsh et al. (2014) emphasize the role of cultural and institutional support in fostering female entrepreneurship in Muslim contexts. These findings suggest that while entrepreneurship offers significant potential, systemic challenges remain a critical concern.

In addition, several studies have explored the impact of education and policy reforms on women's economic participation. Duflo (2012) argues that policy interventions aimed at improving women's access to education and employment can lead to substantial economic gains. In the context of Muslim women, education has been identified as a key driver of empowerment, enabling women to access better job opportunities and participate more actively in economic decision-making. However, disparities in education quality and access persist in certain regions, highlighting an unresolved issue in the literature.

Despite the growing number of studies, there are still gaps that need to be addressed. Most existing research tends to focus on specific regions or sectors, limiting the generalizability of findings to the global context. Moreover, there is a lack of integrative studies that combine perspectives from Islamic economics, gender studies, and globalization. This creates a puzzle regarding how these different dimensions interact to shape Muslim women's economic roles on a global scale. Therefore, further research is needed to provide a more comprehensive and holistic understanding of the topic.

Conceptual Framework (optional)

The conceptual framework of this study is based on the interaction between three main variables: (1) individual factors, (2) structural factors, and (3) global economic influences. Individual factors include education, skills, and personal agency, which determine women's capacity to participate in economic activities. Structural factors encompass cultural norms, institutional policies, and access to financial resources, which either facilitate or constrain women's economic participation. Global economic influences refer to globalization, technological advancements, and market dynamics that shape opportunities and challenges for Muslim women.

These variables are interconnected and collectively influence the economic roles of Muslim women. For instance, higher levels of education (individual factor) can enhance women's ability to utilize digital platforms (global factor), while supportive government policies (structural factor) can create an enabling environment for entrepreneurship. Conversely, restrictive cultural norms and limited access to resources can hinder women's participation, even in the presence of global opportunities.¹²

Based on this framework, the study proposes that improving Muslim women's economic participation requires a multidimensional approach that addresses individual capabilities, structural barriers, and global economic dynamics simultaneously. This integrated perspective provides a foundation for analyzing the research problem and developing policy recommendations aimed at promoting inclusive and sustainable economic development.

METHODOLOGY

This study adopts a qualitative research design using a systematic literature review (SLR) approach to analyze the role of Muslim women in the global economy. A qualitative approach is considered appropriate because the research focuses on understanding complex social, cultural, and economic dynamics that shape women's participation, rather than merely measuring numerical relationships. Through this approach, the study is able to explore how religious values, institutional structures, and globalization interact in influencing economic behavior. In addition, qualitative research enables a deeper interpretation of meanings, experiences, and patterns emerging from various scholarly sources, thereby producing a more comprehensive and contextualized analysis (Creswell, 2014).

The methodology is structured into three main components: data, model development, and methods used. Each component is designed to ensure that the research process is systematic, transparent, and replicable. The integration of these components allows the study to build a strong analytical foundation, linking theoretical frameworks with empirical findings derived from the literature. This structured design also helps minimize bias and enhances the credibility of the research results (Neuman, 2014).

Data

The data used in this study are secondary data obtained from credible and authoritative sources, including peer-reviewed journal articles, academic books, conference proceedings, and reports published by international organizations. Secondary data are chosen because they provide a wide range of perspectives and empirical findings that have already undergone rigorous academic validation. This enables the researcher to synthesize knowledge from diverse contexts and build a holistic understanding of the economic roles of Muslim women across different regions (Saunders et al., 2019).

To ensure data quality, this study applies strict inclusion and exclusion criteria. The inclusion criteria consist of: (1) publications related to Muslim women, gender, and economic participation; (2) studies published in reputable journals or by recognized institutions; and (3) literature published within the last twenty years to maintain relevance to current global conditions. Meanwhile, exclusion criteria include non-scholarly sources, outdated publications, and studies that do not directly address the research topic. This filtering process is essential to ensure that the data analyzed are both relevant and reliable (Tranfield et al., 2003).

Furthermore, data collection is conducted through systematic searches in major academic databases such as Scopus, Web of Science, ScienceDirect, and Google Scholar. Keywords used in the search process include "Muslim women," "global economy," "gender and Islam," "female labor participation," and "women entrepreneurship in Islamic context." The use of multiple databases ensures comprehensive coverage of the literature and reduces the risk of publication bias. Additionally, reports from international institutions are included to complement academic findings with real-world data and policy insights (Yin, 2018).

The data collected are then organized and categorized based on themes such as economic participation, entrepreneurship, education, financial inclusion, and socio-cultural constraints. This thematic categorization facilitates the analysis process and allows the researcher to identify patterns, similarities, and differences across studies. By

structuring the data in this way, the study is able to provide a more systematic and coherent synthesis of the literature (Miles et al., 2014).

Model Development

The model developed in this study is a conceptual-analytical framework designed to explain the relationship between key variables influencing the economic participation of Muslim women. The model integrates three main components: enabling factors (E), constraining factors (C), and economic outcomes (O). Enabling factors include education, access to finance, digital literacy, and supportive government policies, while constraining factors include socio-cultural norms, legal restrictions, gender discrimination, and limited access to resources. The interaction between these variables determines the level of economic participation and the outcomes achieved.

The relationship among these variables can be expressed as follows:

$$O=f(E,C)O = f(E, C)O=f(E,C)$$

This equation indicates that economic outcomes (O) are a function of both enabling (E) and constraining (C) factors. The model emphasizes that positive economic outcomes can be achieved when enabling factors are strengthened and constraining factors are minimized. Conversely, strong constraints may limit the effectiveness of enabling factors, resulting in suboptimal outcomes. This conceptualization is adapted from development and gender analysis frameworks but modified to incorporate the specific context of Muslim women in the global economy (Miles et al., 2014).

To further operationalize the model, this study proposes several hypotheses. First, enabling factors such as education and financial inclusion are expected to have a positive influence on women's economic participation (H1). Second, constraining factors such as cultural norms and institutional barriers are expected to have a negative influence (H2). Third, the interaction between these factors is expected to determine the overall economic outcomes (H3). These hypotheses serve as analytical tools to guide the synthesis and interpretation of the literature (Yin, 2018).

In addition, the model incorporates an Islamic economic perspective by emphasizing ethical values such as justice, equity, and social welfare. These values are considered important in shaping economic behavior and policy decisions in Muslim societies. By integrating these dimensions, the model provides a more comprehensive framework for understanding the economic roles of Muslim women, bridging the gap between conventional economic theories and religious perspectives.

Method

The primary method used in this study is a systematic literature review (SLR), which involves a structured process of identifying, evaluating, and synthesizing existing research. The SLR method was initially developed to ensure rigor and transparency in literature-based research and has since become widely used across various disciplines. This method is particularly suitable for this study because it allows for the integration of findings from multiple sources, providing a comprehensive overview of the research topic (Kitchenham, 2004). The implementation of the SLR in this study follows several key stages. The first stage is the formulation of research questions that guide the entire review process. The second stage involves identifying relevant studies through systematic database searches using predefined keywords. The third stage is the screening process, where studies are evaluated based on inclusion and exclusion criteria. The fourth stage involves quality assessment to ensure that only

high-quality studies are included. Finally, the selected studies are analyzed and synthesized to generate meaningful insights (Tranfield et al., 2003)

In addition to SLR, this study employs thematic analysis as a complementary method to interpret the data. Thematic analysis involves identifying, analyzing, and reporting patterns or themes within the data. This method allows the researcher to organize complex information into meaningful categories and to draw connections between different studies. By using thematic analysis, the study is able to highlight key issues, trends, and gaps in the literature related to Muslim women's economic participation (Braun & Clarke, 2006).

Compared to quantitative methods, the qualitative SLR approach offers several advantages for this study. It provides a deeper understanding of contextual and cultural factors, which are crucial in analyzing the experiences of Muslim women. Quantitative methods, while useful for measuring relationships, may not fully capture the nuances of social and religious influences. Therefore, the qualitative approach is considered more appropriate for achieving the research objectives and providing a richer analysis of the topic (Creswell, 2014).

RESULTS AND ANALYSIS

Results

The results of this study are derived from a systematic synthesis of selected literature focusing on the economic participation of Muslim women in the global context. The findings indicate a consistent upward trend in women's involvement in economic activities, particularly in sectors such as entrepreneurship, education, healthcare, and digital industries. This trend is strongly associated with increased access to education and technological advancements that enable women to participate beyond traditional boundaries. Studies show that Muslim women are increasingly engaging in micro, small, and medium enterprises (MSMEs), especially through digital platforms, which reduce barriers related to mobility and social constraints (Elborgh-Woytek et al., 2013).

In addition, the findings reveal that financial inclusion plays a significant role in enhancing women's economic participation. Access to Islamic finance instruments, such as microfinance and interest-free loans, has enabled many Muslim women to establish and expand businesses. This is particularly evident in developing countries, where formal financial systems are often inaccessible to women. The integration of Sharia-compliant financial services has created alternative pathways for economic empowerment, aligning economic activities with religious values (Demirgüç-Kunt et al., 2018).

Another important finding relates to the role of education and skill development. The literature consistently highlights that higher levels of education correlate with increased labor force participation among Muslim women. Education not only improves technical skills but also enhances confidence and decision-making capabilities, which are essential for economic engagement. However, disparities in access to quality education remain a challenge in certain regions, limiting the potential impact of this factor (Psacharopoulos & Patrinos, 2018).

The results also indicate that socio-cultural norms continue to influence the extent of women's economic participation. While some societies have embraced gender inclusion, others still impose restrictions that limit women's mobility and employment opportunities. These constraints often result in women being concentrated in informal or home-based economic activities. Despite these challenges, many Muslim women

demonstrate resilience by adapting to their environments and finding innovative ways to participate in the economy (World Economic Forum, 2020).

Endurance test

To ensure the robustness and reliability of the findings, this study employs an endurance test through triangulation of sources. The results are compared across multiple studies from different regions and methodological approaches to identify consistent patterns. The convergence of findings across diverse sources strengthens the validity of the conclusions and reduces the likelihood of bias. This approach ensures that the results are not dependent on a single study but are supported by a broader body of evidence (Flick, 2018).

Furthermore, sensitivity analysis is conducted by examining studies with varying contexts, including developed and developing countries, as well as different socio-cultural environments. The findings remain consistent across these variations, indicating that the identified trends such as the importance of education, financial inclusion, and digital access are universally relevant, although their magnitude may differ. This consistency reinforces the generalizability of the results (Bryman, 2016).

In addition, the study evaluates the quality of the selected literature using established criteria, including methodological rigor, sample size, and relevance to the research topic. Only high-quality studies are included in the analysis, ensuring that the results are based on reliable and credible evidence. This quality assurance process further enhances the strength and endurance of the findings (Gough et al., 2017).

Analysis

The analysis of the findings reveals several important insights into the economic roles of Muslim women in the global context. First, the study highlights the significant contribution of Muslim women to economic development, particularly through entrepreneurship and participation in emerging sectors. This finding challenges traditional assumptions that limit women's roles to domestic spheres and demonstrates the potential of women as active economic agents (Seguino, 2010).

Second, the study identifies a key novelty in the integration of Islamic economic principles with modern economic practices. The use of Sharia-compliant financial instruments and ethical business practices provides a unique framework for economic participation that aligns with cultural and religious values. This integration not only facilitates economic inclusion but also promotes sustainable and ethical economic development (Askari et al., 2015).

Third, the analysis shows that while progress has been made, significant challenges remain. Structural barriers such as gender discrimination, limited access to resources, and restrictive social norms continue to hinder women's full participation in the economy. These findings are consistent with previous studies but also highlight the need for more targeted and context-specific interventions to address these issues (Klasen, 2019).

Moreover, when compared to other related studies, the findings of this research confirm the general trend of increasing female labor force participation but also emphasize the unique challenges faced by Muslim women. Unlike broader studies on women's economic participation, this research incorporates religious and cultural dimensions, providing a more nuanced understanding of the topic. This distinction represents a significant contribution to the literature and addresses existing research gaps.

Finally, the implications of these findings suggest that policies aimed at empowering Muslim women should focus on enhancing education, expanding financial

inclusion, and addressing socio-cultural barriers. Governments, institutions, and development organizations need to adopt inclusive strategies that recognize the diverse experiences of Muslim women. By doing so, it is possible to maximize their contributions to the global economy and promote more equitable and sustainable development.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

This study concludes that Muslim women play an increasingly significant role in the global economy, particularly through their participation in entrepreneurship, the labor market, and emerging digital sectors. The findings demonstrate that improvements in education, access to technology, and financial inclusion have contributed to expanding opportunities for Muslim women to engage in productive economic activities. These developments indicate a positive shift toward greater gender inclusion within the global economic system.

However, the study also finds that the level and quality of participation among Muslim women are still influenced by various structural and socio-cultural constraints. Factors such as limited access to resources, gender-based discrimination, and restrictive social norms continue to hinder their full economic potential. As a result, many Muslim women remain concentrated in informal or low-income sectors, which limits their contribution to broader economic development.

In addition, this research highlights that the interaction between enabling factors and constraining factors plays a crucial role in determining economic outcomes. When supportive conditions such as education, financial access, and policy support are strengthened, Muslim women are more likely to achieve economic empowerment. Conversely, strong constraints can significantly reduce the effectiveness of these enabling factors.

Another important finding is the integration of religious values within economic participation. Islamic principles, which emphasize justice, equity, and ethical conduct, can serve as a supportive framework for women's economic involvement when interpreted and implemented in an inclusive manner. This demonstrates that religion is not inherently a barrier but can instead be a source of empowerment depending on its application in society.

Overall, this study answers the research question by showing that Muslim women have substantial potential to contribute to the global economy, but this potential can only be fully realized if existing barriers are addressed and enabling factors are strengthened. The findings also suggest that empowering Muslim women economically leads to broader social and economic benefits, including improved household welfare, poverty reduction, and sustainable development.

Recommendations

- a. Provide training programs and skill development opportunities tailored for Muslim women.
- b. Facilitate access to digital platforms to support entrepreneurship and business expansion.
- c. Develop mentorship and networking programs to strengthen women's economic capacity.
- d. Apply culturally sensitive approaches that align with local values while promoting inclusion.

- e. Formulate policies that improve access to education and employment opportunities for women.
- f. Expand financial inclusion through accessible and ethical financial systems.
- g. Reduce legal and institutional barriers that limit women's participation in the economy.
- h. Promote gender equality through inclusive and sustainable economic policies.
- i. Conduct more context-specific and comparative studies across regions and sectors.
- j. Integrate interdisciplinary approaches combining economics, gender studies, and Islamic perspectives.
- k. Utilize more empirical and primary data to strengthen research findings.
- l. Explore emerging areas such as digital economy and financial technology in relation to Muslim women.

REFERENCES

- Ahmed, L. (1992). *Women and gender in Islam: Historical roots of a modern debate*. Yale University Press.
- Askari, H., Iqbal, Z., Krichene, N., & Mirakhor, A. (2015). *Understanding Islamic finance*. Wiley.
- Becker, G. S. (1993). *Human capital: A theoretical and empirical analysis with special reference to education*. University of Chicago Press.
- Braun, V., & Clarke, V. (2006). Using thematic analysis in psychology. *Qualitative Research in Psychology*, 3(2), 77–101.
- Bryman, A. (2016). *Social research methods* (5th ed.). Oxford University Press.
- Chapra, M. U. (2000). *The future of economics: An Islamic perspective*. Islamic Foundation.
- Creswell, J. W. (2014). *Research design: Qualitative, quantitative, and mixed methods approaches* (4th ed.). SAGE Publications.
- Demirgüç-Kunt, A., Klapper, L., Singer, D., Ansar, S., & Hess, J. (2018). *The Global Findex Database 2017: Measuring financial inclusion and the fintech revolution*. World Bank.
- Duflo, E. (2012). Women empowerment and economic development. *Journal of Economic Literature*, 50(4), 1051–1079.
- Elborgh-Woytek, K., Newiak, M., Kochhar, K., Fabrizio, S., Kpodar, K., Wingender, P., Clements, B., & Schwartz, G. (2013). *Women, work, and the economy: Macroeconomic gains from gender equity*. International Monetary Fund.
- Flick, U. (2018). *An introduction to qualitative research* (6th ed.). SAGE Publications.
- Gough, D., Oliver, S., & Thomas, J. (2017). *An introduction to systematic reviews* (2nd ed.). SAGE Publications.

- Jamali, D. (2009). Constraints and opportunities facing women entrepreneurs in developing countries. *Gender in Management*, 24(4), 232–251.
- Kamali, M. H. (2008). *Shari'ah law: An introduction*. Oneworld Publications.
- Karshenas, M., & Moghadam, V. M. (2021). Female labor force participation and structural transformation. *World Development*, 138, 105217.
- Kabeer, N. (2016). *Gender, labour, and globalization: The impact of economic restructuring on women*. Routledge.
- Klasen, S. (2019). What explains uneven female labor force participation? *World Bank Research Observer*, 34(2), 161–197.
- Miles, M. B., Huberman, A. M., & Saldaña, J. (2014). *Qualitative data analysis: A methods sourcebook* (3rd ed.). SAGE Publications.
- Moghadam, V. M. (2005). *Globalizing women: Transnational feminist networks*. Johns Hopkins University Press.
- Neuman, W. L. (2014). *Social research methods: Qualitative and quantitative approaches* (7th ed.). Pearson.
- OECD. (2021). *Women's economic empowerment in the MENA region*. OECD Publishing.
- Psacharopoulos, G., & Patrinos, H. A. (2018). Returns to investment in education. *Education Economics*, 26(5), 445–458.
- Saunders, M., Lewis, P., & Thornhill, A. (2019). *Research methods for business students* (8th ed.). Pearson.
- Sen, A. (1999). *Development as freedom*. Oxford University Press.
- Seguino, S. (2010). Gender, distribution, and balance of payments constrained growth. *Review of Political Economy*, 22(3), 373–404.
- Stiglitz, J. E. (2002). *Globalization and its discontents*. W. W. Norton & Company.
- Syed, J., & Ali, F. (2010). Principles of employment relations in Islam. *Employee Relations*, 32(5), 454–469.
- Tranfield, D., Denyer, D., & Smart, P. (2003). Towards a methodology for developing evidence-informed management knowledge. *British Journal of Management*, 14(3), 207–222.
- Welsh, D. H. B., Memili, E., Kaciak, E., & Ahmed, S. (2014). Women entrepreneurship in Muslim contexts. *Journal of Developmental Entrepreneurship*, 19(2).
- World Bank. (2022). *Women, business and the law 2022*. World Bank.

World Economic Forum. (2020). *Global gender gap report 2020*. World Economic Forum.

UN Women. (2020). *Progress of the world's women 2019–2020*. United Nations.

Yin, R. K. (2018). *Case study research and applications: Design and methods* (6th ed.). SAGE Publications.