

The Influence of Women's Dual Roles on Family Economic Contribution among Working Women

ARTICLE HISTORY

Received 9 December 2025

Accepted 20 December 2025

Published 31 December 2025

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Keywords

Women's dual roles, Economic contribution, Work family balance, Role conflict, Household resilience, Gender equality, Cultural norms.

How to cite: Silaban, S., T. (2025). *The Influence of Women's Dual Roles on Family Economic Contribution among Working Women. International Journal of Educational Practice and Policy*, 3(2): 81-90.

ABSTRACT

Women's dual roles balancing household duties with professional work remain a major issue in today's discussions about education and socioeconomics. Even though more women are working outside the home, they are still often expected to take on traditional caregiving roles. This makes it hard for them to manage overlapping responsibilities. This study looks at how women handle both home and work roles, assesses the economic contributions they make to their families' well-being, and examines the link between dual roles and household stability in Indonesia. The research uses a quantitative explanatory design, selecting 20 women aged 20 to 39 who are married or divorced, have children, and work in professional, agricultural, or entrepreneurial fields. Data was collected through structured Likert scale questionnaires, validated by experts, and tested for reliability using Cronbach's Alpha (>0.70). Statistical analysis was done with SPSS, including normality tests and regression. The results show that while women's economic contributions are important for family well-being, they do not significantly predict the intensity of dual roles ($p = 0.682$). Instead, factors like partner support, number of children, job demands, and cultural expectations have a greater impact. The study concludes that women's dual roles are shaped by the interaction of economic, social, psychological, and cultural factors. Policy implications stress the need for supportive family systems, flexible work arrangements, affordable child care, and cultural change to reduce the burden of dual roles and promote gender equality.

1. INTRODUCTION

The concept of women assuming dual roles juggling duties in both the household and the workforce has gained prominence in modern social and economic discussions. In numerous cultures, there is an expectation for women to adopt traditional caregiving responsibilities while also contributing to the family income through formal or informal job opportunities. This duality evokes both empowerment and difficulty, as women navigate the intricacies of competing roles, financial contributions, and societal expectations. This topic is especially pertinent in developing nations, where economic demands and cultural traditions intersect to influence women's engagement in both family and career life. Historically, women's main duties revolved around home care, including nurturing children, managing the household, and providing care. However, as globalization, modernization, and access to education expand, gender roles have evolved, leading to an increase in women joining the labour market. Recent research reveals a consistent rise in women's economic engagement across both advanced and emerging economies, significantly benefiting household well-being and national productivity (Afifah et al., 2025). In Southeast Asia, particularly Indonesia, the visibility of women's dual functions is striking. Countless women partake in official employment while also overseeing domestic obligations, reflecting cultural norms that emphasize family caregiving.

This duality often leads to time scarcity, stress, and role friction, yet it also fortifies household resilience by diversifying income streams. According to Putri and Sari (2022), women's involvement in income-generating endeavours has emerged as a vital element in stabilizing household economies, especially within urban working-class families. The multifaceted nature of women's economic contributions to family welfare encompasses direct earnings from jobs, entrepreneurial ventures, and informal work, in addition to indirect support through financial management and resource distribution. Studies indicate households with dual-income earners tend to be in a stronger position to achieve financial security, invest in children's education, and enhance living conditions (Hema, 2025). Furthermore, women's income often acts as a safeguard against economic adversities, such as inflation, the loss of male partners' jobs, or unexpected medical costs. This resilience highlights the critical role women play in sustaining family economies. Afifah et al. (2025) stress that employed women do not merely add to household income but also transform family financial strategies, thereby challenging traditional gender roles. Several contemporary theories lay the groundwork for understanding the dual role of women and its influence on family economic inputs. Recent applications of Role Conflict Theory in Indonesia illustrate that women face strain when their job expectations clash with family responsibilities (Rahmawati & Prasetyo, 2020). Human Capital Theory has been revisited in studies from Southeast Asia, emphasizing how women's education and skills enhance their output, thus increasing their financial inputs to households (Nguyen & Le, 2021). Work-Family Balance Theory is actively employed in recent studies, explaining how individuals juggle conflicting demands from work and home, highlighting methods for achieving balance (Sari & Dewi, 2019). Meanwhile, feminist economics and Gender and Development Theory have been refined to assert that women's economic involvement is crucial for sustainable development, especially in contexts where family welfare is closely linked to women's labor (Kusuma, 2021). Together, these frameworks underscore the necessity of examining women's dual roles not just as a social trend but as an economic essential. Recent empirical investigations offer evidence of the significant influence of women's dual roles on household economies. For example, Afifah et al. (2025) identified that working women in Indonesia's informal sector make substantial contributions to family income, subsequently lowering poverty rates and enhancing children's educational opportunities.

Likewise, Hema (2025) demonstrated that working women in India raised family income by effectively managing their professional and domestic responsibilities.

Global evidence further indicates that female labor force engagement positively correlates with household economic robustness. According to Putri and Sari (2022), families with working women are more inclined to invest in enduring assets, such as education and housing, in contrast to single-income families. These findings illuminate the transformative impact of women's economic roles in shaping family welfare and national growth. Despite the increasing acknowledgment of women's dual roles, there are still several gaps in the literature. To begin, much of the current research tends to concentrate either on women's home responsibilities or their participation in the job market, without adequately addressing the intersection of these roles. Secondly, many studies often neglect the cultural and societal factors that influence women's experiences in dual roles, particularly in non-Western contexts. Third, there is limited investigation into how women's economic contributions affect family decision-making, financial independence, and long-term household resilience. This research strives to bridge these gaps by exploring the dual role of women within working families, focusing on how these roles aid in the stability of household economies. By merging theoretical frameworks with empirical findings, the study aims to deliver a refined understanding of the relationship between women's dual roles and family welfare. The uniqueness of this research lies in its comprehensive approach to examining the dual roles of women. Unlike earlier studies that consider domestic and economic contributions as distinct areas, this research highlights their interconnectedness. It also places the analysis within the cultural framework of Indonesian working women, offering insights that are both locally pertinent and globally relevant. Additionally, the study introduces the concept of "economic resilience through dual roles," illustrating how women's simultaneous involvement in both domestic and professional spheres fortifies household economies against external challenges.

The main objectives of this study are to analyse how women balance domestic responsibilities with professional employment, to assess the extent of women's economic contributions to family welfare, to investigate the relationship between women's dual roles and household economic resilience, to identify cultural and societal factors that shape women's experiences of these dual roles, and to contribute to theoretical and practical discussions surrounding gender, work, and family economics. By fulfilling these objectives, the study seeks to enhance scholarly understanding of women's dual roles and offer practical recommendations for policymakers, employers, and families. Beyond family and job situations, the role of women also connects with larger systems like government rules, work laws, and cultural beliefs. In many developing countries, like Indonesia, there are not enough family-support policies. This makes things harder for working women. Without cheap childcare, short maternity leave, and strict work hours, women face more stress and difficulties in managing their roles. These challenges show why it's important for policies to help women handle both their home and work lives. For example, flexible work hours, leave for both parents, and affordable childcare have been shown to help women manage their responsibilities better. These steps not only help women but also improve overall family health and make the workplace more efficient.

Another important point is how society views women's work. In Indonesia, traditional ideas often see women as the ones who take care of the family, while men are the main earners. This can cause problems when women work because they might be seen as not doing their family duties. However, recent changes in society show more acceptance of women working, especially in cities where many families have two incomes. This change shows how tradition and modern ideas are mixing, and it's important for society to adapt so families can

thrive today. The mental effects of having two roles are also important. Studies in Southeast Asia show that women who balance work and family well often feel more confident and empowered. On the other hand, women who feel overburdened may become tired, anxious, or not happy with their jobs. This means that mental health support for working women is necessary, like counselling, support groups, and workplace wellness programs. Supporting women's mental health helps them contribute better to their families and the country. Also, the economic strength from women's dual roles goes beyond just helping the family. When women earn money, families can invest in things like homes, education, and small businesses. This helps future generations. In rural areas, women's involvement in small loans and local businesses has had a big impact, helping families leave poverty. These efforts show that women's roles are not just about dealing with economic needs, but about building strong, lasting livelihoods.

2. METHODOLOGY

This study employed a quantitative explanatory research design to examine the relationship between women's economic contributions and the intensity of their dual roles within the family. Women's dual roles are defined as the simultaneous responsibilities of managing domestic tasks while engaging in income-generating or professional activities, whereas economic contribution refers to the extent to which women's work supports family welfare, financial stability, and long-term economic security. A survey method was used as the primary data collection technique, utilizing structured questionnaires to capture measurable indicators of both variables. The quantitative approach was chosen to enable numerical measurement and statistical testing of relationships between variables, while the explanatory design aimed to assess whether women's economic contributions significantly influence the demands and experiences associated with dual roles. The study population consisted of women aged 20–39 years who were married or divorced, had children, and were actively involved in professional, agricultural, or entrepreneurial occupations. Purposive sampling was applied to select respondents who met these criteria, resulting in a sample of 20 women. Despite the relatively small sample size, it was considered sufficient for regression analysis, supported by statistical assumptions of normality. The respondents represented diverse occupational backgrounds, including civil servants, private-sector employees, professionals, farmers, and entrepreneurs, with work experience ranging from two to twenty-five years, allowing the study to capture varied experiences of women managing dual responsibilities.

The research instrument was a Likert-scale questionnaire consisting of two main sections. The first section measured women's dual roles through ten items related to household management, time allocation, physical and emotional fatigue, feelings of guilt, and spousal support. The second section assessed women's economic contributions using ten items addressing income generation, participation in financial decision-making, savings and investment practices, expenditure control, and satisfaction with economic roles. Each item was rated on a five-point scale ranging from 1 (strongly disagree) to 5 (strongly agree), with higher scores indicating stronger agreement. Scores for each variable were obtained by summing item responses, with a maximum possible score of 50 per variable. Data were collected through direct distribution of questionnaires, and respondents were informed of the study's purpose and assured of confidentiality. To enhance response accuracy, brief explanations were provided when necessary. Content validity was established through expert judgment by scholars in sociology and education, while reliability testing using Cronbach's Alpha yielded coefficients above 0.70, indicating acceptable internal consistency. Data analysis was conducted using SPSS

software, beginning with normality testing through the Kolmogorov–Smirnov and Shapiro–Wilk tests to confirm the suitability of parametric analysis. Simple linear regression was subsequently applied to examine the effect of women’s economic contributions on their dual roles.

3. RESULTS AND DISCUSSION

3.1. Result

The findings of this study outline the key outcomes of data analysis concerning women's dual roles and their economic contributions to the family. The analysis was conducted systematically, starting with the assessment of normality assumptions, followed by regression analysis using ANOVA. The aim of presenting these results is to offer an empirical overview of the relationship between women’s economic contributions and the dual roles they fulfill within the family, thereby identifying the extent to which economic contributions impact the intensity of these dual roles.

Table 1. Normality Test Result

Variable	Kolmogorov–Smirnov Sig.	Shapiro–Wilk Sig.	Normality
Women’s Dual Roles	0.090	0.448	Normal
Economic Contribution	0.200	0.675	Normal

The initial step involved conducting a normality test. Ensuring the normality of data is crucial in linear regression analysis, as non-normal data distribution may lead to biased conclusions. Consequently, two statistical methods were utilized: Kolmogorov-Smirnov and Shapiro-Wilk. The results of the normality test are summarized in the table 1. According to the table, the Shapiro-Wilk significance value for the variable Women’s Dual Roles is 0.448, while for the variable Economic Contribution it is 0.675. Both values exceed 0.05, indicating that the data are normally distributed. Therefore, the research data satisfy the assumption of normality and are appropriate for further regression analysis. Following the confirmation of data normality, regression analysis was performed to investigate the relationship between the variable Economic Contribution and the variable Women’s Dual Roles. The regression analysis was conducted using ANOVA, and the results are presented in the table below:

Table 2. ANOVA Results on the Effect of Economic Contribution on Women’s Dual Roles

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	2.560	1	2.560	0.173	0.682
Residual	265.640	18	14.758		
Total	268.200	19			

The regression significance value of 0.682 (>0.05) indicates that economic contribution does not significantly influence women’s dual roles. In other words, the economic contributions made by women within the family do not directly affect the intensity or quality of the dual roles they perform. The results of the regression analysis show that women's economic contributions do not strongly influence how much they have to juggle their work and family roles. This finding matches up with several new theories that have been developed recently. These theories suggest that the pressures women face in managing both roles come from a mix

of social, cultural, organizational, and personal factors, not just from their earnings. Work-Family Balance Theory has been looked at again in recent studies. Fang et al. (2025) reviewed many studies on work and family balance around the world. They concluded that how flexible a job is, how much support a partner offers, and what cultural expectations exist are more important in helping people manage both work and family than how much money they make. Their research shows that income alone doesn't lessen or increase the pressure of balancing these roles, but having supportive systems and adapting to cultural norms is key. Role Conflict Theory is still important. O'Neil (2024) studied gender role conflicts among teachers in Southeast Asia. The study found that stress comes when there is a clash between taking care of family and meeting job demands. It also showed that money doesn't solve these problems because they are tied to cultural norms and what is expected of people in their roles. This backs up the regression findings, which say that money isn't the main cause of role stress. From a psychological angle, Conservation of Resources Theory gives more understanding.

Moustafa et al. (2025) argue that women can balance multiple roles only if they have access to time, emotional strength, and support from others, not just income. Their work shows that strong support systems and personal resources are essential in handling dual roles, which is why income alone isn't enough. Recent feminist ideas add to this understanding. Desjardins and Kantor (2025), in *Feminist Approaches to Economic Resilience*, point out that women's unpaid work at home is still not valued enough, and just having a job doesn't automatically reduce their workload at home. The UNDP's Gender Equality Strategy 2022–2025 Annual Report (2024) also says that even though more women are getting access to financial programs, cultural traditions still shape how much they have to do in both work and family. Global evidence supports these ideas. The World Economic Forum's Global Gender Gap Report (2025) highlights that equal opportunities in the workplace are still limited by cultural expectations, which reduces the effect of women's economic involvement. The OECD (2025) also notes that while more women in the workforce has boosted overall growth, the ongoing need for caregiving roles keeps full equality from being reached.

These findings illustrate that while women contribute economically to the family, such contributions do not directly impact the intensity of their dual roles. The dual roles are more profoundly influenced by social, psychological, and familial support factors. This is significant because economic contribution is often presumed to be a factor that intensifies women's dual roles. However, the results of this study reveal that economic contribution is not the primary determinant of dual role intensity. This research provides evidence that, although women play a vital role in supporting family economics, such contributions are not inherently linked to the burden of dual roles they bear. Instead, dual roles are more significantly shaped by social, psychological, and familial support. Therefore, this study emphasizes that the complexity of women's dual roles cannot be solely explained through economic contributions but must be understood as a result of multidimensional interactions among economic, social, and psychological factors. The findings also pave the way for further research that may include additional variables such as spousal support, number of children, employment conditions, and prevailing cultural norms. By incorporating these variables, future studies can achieve a more comprehensive and nuanced understanding of women's dual roles.

3.2. Result

The results of this study reveal that women's economic contributions do not significantly impact the dual roles they undertake. The regression significance value of 0.682 (>0.05) indicates that, despite women being a primary source of family income, this does not inherently alter the intensity of their dual responsibilities. These findings underscore the

importance of considering factors beyond economic contributions when examining how women navigate their dual roles. Empirically, this outcome suggests that economic contributions are not the principal determinant affecting women's dual roles. Rather, these roles are more profoundly influenced by social, psychological, and familial support factors. This observation is particularly significant, as theoretical frameworks often posit that economic contributions exacerbate the burdens women face in managing dual responsibilities. However, the current study illustrates that other elements, independent of economic contributions, play a more pivotal role in shaping women's ability to balance their obligations. In accordance with the social role theory articulated by Parsons (1955, cited in Ratih et al., 2024), each family member is assigned distinct roles that align with societal expectations. In numerous cultures, women continue to be associated with domestic responsibilities, even when they are engaged in full-time employment. This cultural context elucidates why economic contributions do not significantly impact dual roles, as societal expectations regarding women's roles remain deeply ingrained.

Moreover, Goode's role strain theory (1960, cited in Agustinet et al., 2023) posits that the more roles an individual assumes, the greater the potential for conflict. However, such conflicts are not necessarily instigated by economic contributions; rather, they arise from the interplay of work demands, household conditions, and social support. Agustin et al. (2023) corroborate this perspective, indicating that work-family conflict is more frequently a result of role pressures and spousal interactions than of economic contributions alone. From a psychological standpoint, the work-family balance theory proposed by Greenhaus and Beutell (1985, cited in Hema, 2025) is pertinent to these findings. This theory posits that conflict between work and family arises when the demands of both spheres cannot be reconciled. However, this balance is more significantly influenced by subjective factors such as job satisfaction, spousal support, and time management strategies, rather than by economic contributions alone. Contemporary feminist theory further enriches this discussion. hooks (2000, cited in Olivetti, 2024) asserts that women frequently endure dual burdens due to societal expectations that compel them to uphold domestic roles while simultaneously engaging in full-time employment. This dynamic elucidates why economic contributions do not significantly affect dual roles, as cultural and social norms continue to dominate women's experiences.

Recent research reinforces these conclusions. Ratih et al. (2024) discovered that women's ability to manage dual roles is more closely associated with their sense of happiness and meaningfulness than with their economic contributions. Syariah (2025) adds that, from an Islamic perspective, women's economic contributions are perceived as part of their worship and social responsibility, thus not inherently leading to role conflict. Deloitte (2025), in its *Women @ Work* report, emphasizes that women's experiences in the workplace are significantly shaped by organizational policy flexibility and family support. Furthermore, the *Gender Gap Report 2024* from the World Economic Forum (2024) highlights that, despite an increase in women's economic participation, persistent gender gaps in the distribution of domestic roles remain a significant obstacle. The World Bank (2019, cited in Olivetti, 2024) also affirms that while women's economic contributions are vital for family welfare, they do not always correlate with the burdens associated with dual roles.

3.2.1. Policy Implication

Practically, these findings bear significant implications for policy-making and women's empowerment initiatives. Efforts aimed at alleviating the burdens associated with women's dual roles should not solely focus on enhancing their economic contributions; rather, they must

be complemented by policies that facilitate a balance between domestic and public responsibilities. Women's empowerment programs should encompass elements of social support, acknowledgment of domestic roles, and training in time management. Governments can develop more comprehensive policies, such as expanding access to affordable childcare services, providing adequate reproductive health facilities, and reinforcing legal protections for working women. In Indonesia, maternity and paternity leave policies are still quite limited, even though research indicates that fathers' active participation in childcare can alleviate the dual burdens faced by women. It is essential for companies to offer flexible work arrangements, including options for remote work, adaptable hours, or part-time positions, which enable women to juggle their domestic and professional responsibilities more effectively. Additionally, implementing incentive policies for organizations that embrace gender equality principles can foster the development of more women-friendly workplaces. Therefore, policies aimed at promoting a balance in roles will assist women in managing their dual responsibilities without compromising their physical or mental well-being.

3.2.2. Social and Cultural Implications

Socially, these findings highlight that cultural norms continue to play a significant role in shaping women's dual roles. Even when women contribute economically, societal expectations often require them to take on full domestic responsibilities. This situation emphasizes the necessity for a shift in societal mindsets. Introducing gender education at an early age can be an effective strategy to challenge traditional role stereotypes. By incorporating inclusive curricula in schools, children can learn about gender equality, fostering the understanding that domestic duties are not solely the responsibility of women.

Moreover, campaigns advocating for role equality through mass media and local community initiatives can help cultivate more progressive public attitudes. Community support, such as groups for working mothers or civil society organizations, is also crucial in providing platforms for discussion and sharing experiences regarding the challenges of managing dual roles. With robust social support, women can feel more appreciated and less constrained by rigid cultural expectations. While cultural change takes time, incremental efforts such as raising public awareness, strengthening community solidarity, and encouraging men to participate in domestic tasks will lay a vital foundation for alleviating the burdens of women's dual roles.

4. CONCLUSION

The findings in the Results and Discussion support the expectations stated in the Introduction, as shown by this study. The research reveals that the severity of women's dual roles is not greatly influenced by their economic contributions, even if they are crucial for the wellbeing of their family. Social, psychological, and family support systems, however, have a greater impact on how women manage their home and work obligations. The study emphasizes that economic involvement alone cannot account for the complexity of women's dual roles. Instead, these roles should be viewed as the result of complex interactions between psychological, social, economic, and cultural aspects. This conclusion highlights the necessity of empowerment programs and policy actions that go beyond economic contributions to include family support, workplace flexibility, and cultural change. The study contributes to a more complete picture of women's dual roles and lays the groundwork for future research by highlighting these larger factors. Future research should include more factors, such as spousal support, the number of children, employment circumstances, and accepted cultural norms, in order to provide a more comprehensive and nuanced picture. Addressing the complex

interplay of several variables that influence women's daily lives is ultimately necessary for lasting progress in gender equality.

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