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Women Workers in the Informal Sector, Challenges and Opportunities: A Systematic Review and Suggested Ways Forward

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Abstract

Purpose: The purpose of this essay is to highlight the significant number of women who labor in the unorganised sector without being paid or getting social security. Because of this, they frequently reside on the periphery of the official economic system and are not included in standard labor force and employment data. Along with providing a comprehensive analysis of the informal sector, the study addresses important topics from both an empirical and theoretical standpoint. In addition to outlining more general trends in informal work within various geographic locations, it gives special attention to the roles and difficulties experienced by women in this industry.

Methodology: The secondary data used in this report was collected from a variety of sources, including research papers and papers published in social scientific journals. There are currently few thorough evaluations available on this subject. To fill this research gap, this work conducts a systematic assessment of 36 research publications that were published between 2016 and 2024. The review approach employs an interpretative framework in accordance with the PRISMA systematic literature review protocol, which allows for a thorough examination and critical evaluation of various research streams along with TCCM framework.

Findings: In terms of theoretical development regarding women's position and their role in the informal economy, the author's results relate to the areas that need more research.

Originality: The article provides a current overview of the scientific literature on innovations in order to draw attention to the conceptual and theoretical issues regarding women's conditions and their involvement in the informal sector on a regional and global scale. For scholars, economists, and policymakers who wish to gain a deeper understanding of the complexities of the informal sector, this research provides valuable insights.

Keywords: working women, unorganized, urban informal sector, informal economy, self-employment, gender

1. Introduction

The analysis of the workforce distribution and trends of women working in unorganised or informal sectors includes Studies on gender and urban informal services. One of the main things influencing women's involvement in the unorganised economy is the challenges of attaining financial inclusion. This capital is essential to women's daily life, particularly in struggling times (Jenberu & Kasse, 2021). The women's lower pay may be caused by discrimination in the workplace (Sundari, 2020). The unorganised sector and the role of female entrepreneurs have become increasingly significant in the global economy. According to Kumari and Singh (2016) one interesting aspect of the unorganised sector is that a sizable

percentage of its workforce is female. Olu-Owolabi et al. (2020) in their study mention that the variables that might have offered a fair assessment of the problem of family stability or instability have been overlooked in most of the studies. The obstacles that hinder the expansion of the informal sector business are particularly troubling for women subsistence entrepreneurs (Shava & Chinyamurindi, 2022).

One crucial path to women's empowerment and growth is their engagement into the workforce or non-household activities. Such a projection is believed to be accurate in the case of India and other South Asian nations since patriarchal social structures and cultural norms limit women's access to the labour market and their ability to participate in the economic productive process (Kumari & Singh, 2016). Women came to the town with the intention of integrating with urbanism and enhancing their socioeconomic well-being. They did not, however, receive what they had anticipated and were unable to enter the formal sector. These circumstances compelled them to seek alternative means of subsistence in the new metropolitan setting (Jenberu & Kasse, 2021). Asia's female entrepreneurs demonstrate how crucial the socioeconomic environment is in determining women's drive to start their own businesses (Franzke et al., 2022). Because of their lower educational attainment, restricted access to financing, and responsibility for the majority of home chores, women are frequently at a structural disadvantage as compared to men. However, there can be societal perceptions of women's capital accumulation that deter them from entering the workforce, especially in rural areas (Iodice & Yourougou, 2016). There are two possible theoretical effects of asset ownership on women's labour force participation. In one sense, women are less inclined to work and the household is wealthier and more stable financially thanks to the assets. In a similar way, women may find it simpler to work at household businesses, particularly in the informal sector, if the household has assets, which would increase participation (Abraham et al., 2017).

The growth of entrepreneurship in the unorganised sector appears to be significantly influenced by gender, funding, and their interactions (Gang et al., 2022). Women's contribution will be crucial to economic recovery because they are disproportionately more exposed as a result of their exposure to health hazard and safety measures (Adeola, 2022). Due to the informality, lack of visibility, and lack of acknowledgement of domestic employment, women workers are particularly vulnerable. Informal contracts, sporadic employment, unfair and ambiguous pay and working conditions, as well as gaps in laws and policies, all play a part in women workers' social and financial insecurity (Sumalatha et al., 2021). Women's disadvantage in the labour market is demonstrated by the overcrowding of the agricultural sector, which employs mostly wage workers, lower earnings, low literacy levels, widespread informal employment, and the prevalence of self-employment in the form of unpaid work (Sundari, 2020). The majority of women in the industry do not have enough access to the majority of the assets. The women specifically have to deal with a fixed and limited work environment. The Municipal Assembly and financial institutions do not support them (Obodai et al., 2022). In addition to providing chances for women to network with other women, acquire new skills, and grow their businesses, the informal sector allowed many of them to "give to others instead of asking from them," which improved their ability to complete their duties as carers and nurturers (Xheneti, Madden, et al., 2019).

Through the use of a systematic literature review technique, this study fills the gap by offering a thorough understanding of the factors influencing women workers in the informal labour sector and on the topic of family stability. The study focusses on the following objectives: (1) Examine the literature in detail regarding the quality of women working in the unorganised sector; (2) Determine, evaluate, and characterise the circumstances faced by women employed in the unorganised sector; and (3) Salary disparity between men and women and changes in the labour market. This study is significant because it

looks at how women's involvement in the unorganised labour market impacts the stability of their families. To accomplish these goals, some significant actions are taken. The first stage entails a comprehensive review of the body of perceived high-quality research. An analytical framework is then developed to offer direction in determining the relevant variable related to this study.

The study's research objectives (ROs) have uses for academic researchers and policymakers, considering the background information presented. As a result, the following is an outline of the research objectives and their justification:

RO1 To investigate the theoretical underpinnings that explain the geographical viewpoint of women working in the unorganised economy and the intricate problems they encounter.

Rationale Justification for offering a rational theoretical framework that would aid researchers in their future studies and enable them to comprehend the importance of women in the urban informal sector.

RO2 To determine the backdrop of current studies on women working in the urban unorganised sector.

Rationale By identifying regions where women's roles in informal area entrepreneurship are understudied, this will help academics identify regional coverage discrepancies and influence future study paths.

RO3 To investigate the primary antecedents, mediators, moderators, and outcomes that have an impact on working women in the urban informal sector, either directly or indirectly.

Rationale Using the variables that have been found, help the researchers comprehend the internal dynamics of the urban informal sector so they can further comprehend the research agenda. Their comprehension enables them to promote this subject for additional investigation.

RO4 To look at the analytical approaches taken while examining women's responsibilities in the unorganised urban sector.

Rationale This recognises the limitations of key methodologies (such qualitative case studies and empirical surveys) and highlights them in order to inform future study design. Because understanding these strategies boosts faith in academic research and motivates policymakers to work together based on facts.

RO 5 To ascertain the function of under-represented working women in the urban informal economy.

Rationale To give future research a clear path. It also highlights the need for more government attention to women employed in the unorganised sector and describes the institutional, financial, and ecological support that is required.

Six sections make up the article's structure: 1. The current opening section is summarising the body of research on women's perceived quality in the unorganized sector. 2. The methodology section, which outlines the PRISMA technique to study selection, inclusive criteria, and literature research. 3.The findings section, which includes the ideas, settings, characteristics, and methods used in the studies under consideration. 4. The discussion part assesses the results covered in the preceding section and outlines the variables affecting different aspects of working women in the unorganised economy. 5. Future directions and research needs for upcoming scholars are included in this section. 6. The part at the end that summarises the results of this comprehensive review of the literature.

2. Theoretical Foundation

Supporting women subsistence businesses in a growing nation's informal sector requires collaboration with all pertinent parties. Excellent business advice on how to grow their businesses can be helpful for women subsistence entrepreneurs in the informal sector, especially those who are new to the field. The notion of being a subsistence entrepreneur will take precedence in the absence of competent business

advice and the intervention of a business or policy practitioner. This could be seen as a survivalist activity since it makes little to no contribution to broader sustainability issues like poverty alleviation and employment development. As demonstrated by the businesses they collaborated with, plans should take into account both the present and the future in the pursuit of immediate survival. Legal compliance is a crucial topic, but from the perspective of our study, it might need to be clarified more briefly because it was presented as a barrier to the expansion of businesses in the unorganised sector. In order to overcome some of the obstacles that have been identified, it may be crucial to empower women subsistence entrepreneurs by offering them cash, skills development, and entrepreneurial tendencies (Shava & Chinyamurindi, 2022). The research makes it abundantly evident that the informal sector is a multi-situational syndrome with a wide range of labour types, conditions, and features. Regular employees and casual labourers, self-employed and self-employed, illiterate to semi-educated, and of all ages make up the informal sector. When discussing the informal sector in urban regions of a developing nation like India, this combination of unique and varied characteristics is especially noticeable (Kumari & Singh, 2016). These impoverished and migrating women had little choice but to engage in informal sector activities. They were drawn to the informal sector by the simple opportunities for entry and exit, and they also emphasised how the informal sector allows them adapt to the ever-changing socioeconomic landscape. Women in the study area do not operate in the informal sector to maximise profits or to evade formalities like taxes, therefore the structuralist, legalist, and voluntarist schools of thought do not fairly represent the actual situation (Jenberu & Kasse, 2021). Notably, despite the economic growth experienced by many Asian nations, gender disparity remains a major motivator for women to launch their own enterprises. In order to overcome these disparities, women typically work for recognition on their own and engage in business endeavours to elevate their standing. Women entrepreneurs in Asia are likely to start a variety of firms as a result of being forced into entrepreneurship by their circumstances and encountering obstacles along the way. The kind of firm that is founded and the entrepreneurial process may be greatly influenced by individual drive. Additionally, by encouraging female entrepreneurs to use their leadership styles more successfully in their businesses, policymakers can create more beneficial policies for them. Understanding the particular challenges faced by female CEOs in start-up businesses might help build training and mentoring programs tailored to female entrepreneurs. Information on the strategies employed by previous female entrepreneurs may be incorporated into entrepreneurship training to help women in the establishment process. This review can be used by policymakers to urge both men and women to see past their perceptions of stereotypes and to create an atmosphere that is more gender-neutral (Franzke et al., 2022). Lack of access to the factors of production is the primary barrier that women in the informal economy must overcome. Women may still not have sufficient access to the equipment, seeds, credit, or capital required to properly cultivate their property, even if they own personal land for cultivation, such as gardens or women's fields. There are several reasons why women enter the unorganised industry. Some women discover that joining the cash economy is an essential addition to their household income when they are the primary provider for dependent children or reside in rural areas with low incomes. Others see it as a means to increase their influence over household decisions or to buy products for their families or themselves that they otherwise wouldn't be able to afford (Iodice & Yourougou, 2016). Women also viewed qualities like bravery, tenacity, and self-belief—values that are frequently undervalued in a culture that discourages women from thinking independently and continuously frames them through their roles in the home—as vital and deserving of discussion or sharing with other women (Xheneti, Karki, et al., 2019).

3. Methodology

The methodology employed for the literature review in this study complied with the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA 2020) guideline (Page et al., 2021). This was first published in 2009 and then revised and expanded in 2020, was created to make systematic reviews of scientific research in a variety of subject areas easier. This technique offers a checklist to guarantee the process's authenticity as well as an organized protocol for searching, choosing, and analyzing the body of existing scientific literature. Because this article uses scientific methods for its final results, the PRISMA chart approach makes it possible to conduct a systematic, transparent, and thorough assessment of the literature. The goal of the study was to carry out a thorough and open systematic review therefore systematic literature review is the approach used.

3.1 Information source and inclusion criteria

The study's major data source was limited to peer-reviewed research articles published in globally recognised peer-reviewed journals, and the inclusion criteria for articles were in line with the specific goal of the study, which was to limit the inclusion to social science papers that examined women's roles in the informal sector, particularly the examination of their contribution in the informal sector. The databases that were used were SCOPUS and Web of Science (WOS).

3.2 Search strategy and selection process

The search terms used for the literature search in both databases were (“Informal sector*” OR “Unorganised sector*” OR “Urban informal sector*” OR “Working sector*”) AND (“Women worker*” OR “Informal worker*” OR “Working women*” OR “Urban working labour*” OR “Women labour*” OR “Unorganised sector worker*” OR “Informal women worker*” OR “Unorganised women worker*”). Initially, the search was limited to the "Web of Science Core Collection" in the WOS database, producing 502 documents. The first automatic filtering of the results was done by removing the phrases: (“Quarterly labour-force*” OR “Creating jobs*” OR “Poverty*” OR “Local inclusion*” OR “Township*” OR “Formalising*” OR “Organizing informal reclaimers*” OR “Forgotten sector*” OR “Childcare practices*” OR “Gendered work*” OR “Menstruants*”) because of their high frequency in the results but their lack of importance and relevance to the goal of the study. Thus, the sample was reduced to 912 articles, 240 of which were non-scientific articles that did not include, among other things, book chapters or reviews. 672 articles were chosen in this manner. Then, the search was restricted to the specific knowledge categories in this database that were multidisciplinary in nature and related to the social sciences in the widest sense, such as women's roles and the unorganised sector. Making use of abstracts, keywords, and titles, 552 articles were manually filtered out. The selection consisted of 120 articles. An additional 84 articles that appeared to have no connection to the topic were removed. Thus, the final selection consisted of 36 articles.

3.3 Screening

3.3.1 Basis for Excluding Articles

We looked at the titles, abstracts, and keywords of 672 articles, 362 from WOS and 310 from SCOPUS. We eliminated those that (a) did not include a geographical perspective; (b) focused solely on the vulnerability of women rather than their active role in the economy; (c) discussed men's roles in the informal sector exclusively; (d) focused exclusively on the formal sector; (e) looked at the differences between the formal and informal sectors; (f) solely looked at the wage gap; (g) examined women's geotechnical roles in the informal sector; and (h) lacked empirical support. Based on the goals of this

study, these exclusion criteria only permitted the selection of publications that discussed women's active participation in the unorganized sector.

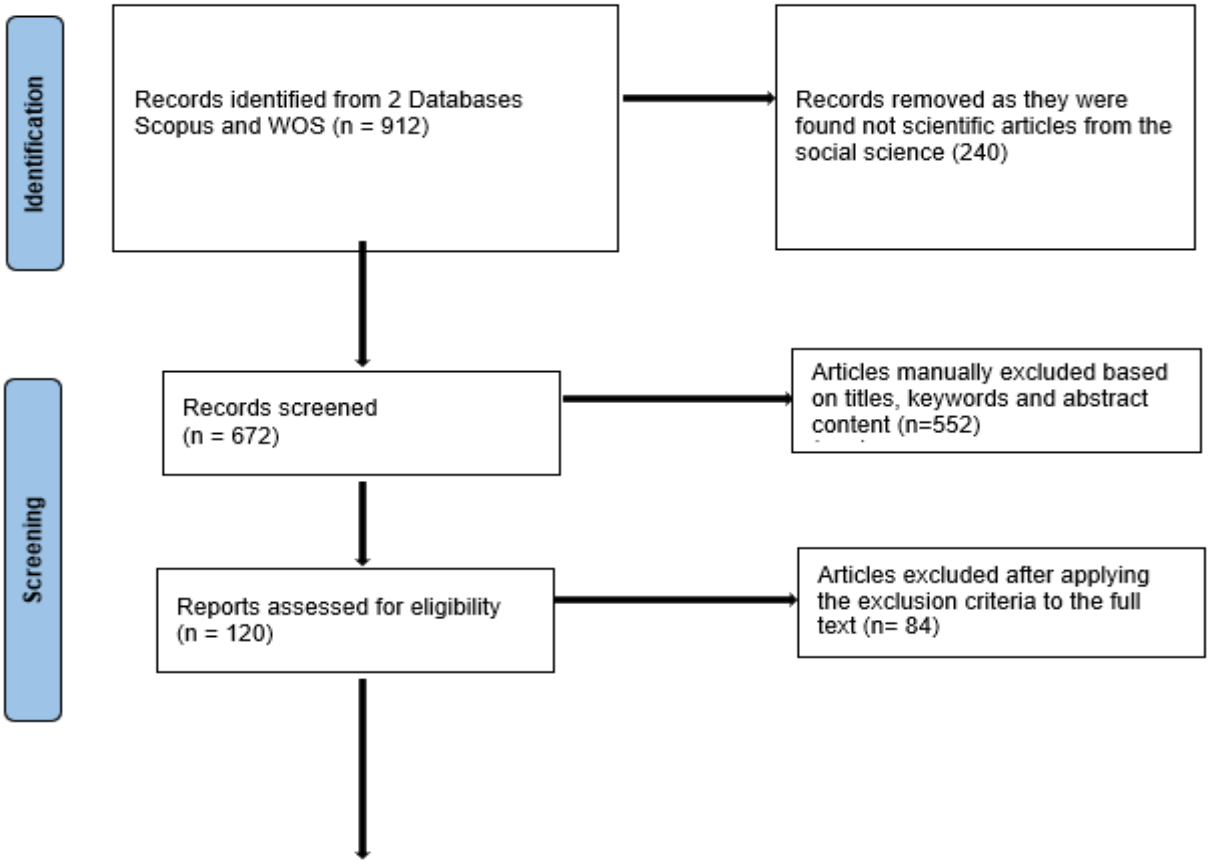
3.3.2 Excluded Articles

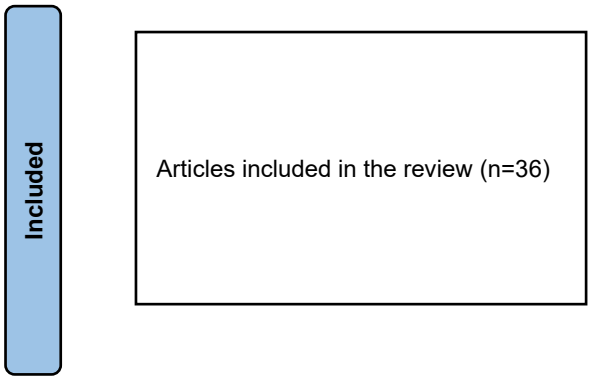
As a result, there were fewer papers from SCOPUS (down from 310 to 58) and WOS (down from 362 to 62). Selection of 120 articles was done by deeply investigating the research articles. A final selection of 19 papers from WOS and 17 from SCOPUS was obtained after the 120 articles were thoroughly examined one by one. Fig. 1 displays the number of articles rejected at each step of the previously described exclusion method.

3.3.3 Included Articles

As a result, 36 publications were ultimately included in the systematic review. The methods of content analysis and theme analysis were used to examine the data used in this literature review study. The theory development, context, features, and methodologies aspects of the TCCM framework were examined using content analysis. By using the TCCM framework as an organisational structure for the content analysis and literature review, the results' dependability was further increased. The TCCM framework is used in the next section to display the reporting findings in a transparent manner. The contents of the literature are shown in a number of tables in the next part, which are arranged according to theory development, research setting, characteristics, and technique. In order to determine the factors influencing women in the unorganised sector, a theme analysis was also conducted. Lastly, the article's conclusion evaluates and discusses the study's shortcomings.

Fig. 1 The systematic literature review using the PRISMA approach. *Source:* Created by author





4. Result

Here, we outline the main conclusions drawn from the selected papers' systematic review. A follow-up research agenda was developed based on the assessment of the research gap analysis of the examined literature. These results shed light on the methodological strategies used to investigate women's proactive participation in the unorganised economy. This section also summarises the main findings and conclusions derived from the investigations, highlighting the topic areas that have been examined. The results in this section are presented using the TCCM framework (Paul & Rosado-Serrano, 2019).

4.1 Theoretical development (T): (RO 1)

All of the papers that were included in the literature review between January 2016 and December 2024 are included in this section. A brief summary of the journal names, study titles, Informal work considered and number of scientific publications used in the literature review from 2016 to 2024 is given in Table 1. Along with defining the study contexts and theoretical methods, it also classifies the different kinds of articles. A unique identifying number is given to every item. While a smaller portion of the selected publications had a mixed approach (3) with both qualitative and quantitative components, the bulk of them used qualitative (29) and some uses quantitative approaches (4). The research output for each year within our sample period (2016–2024) is shown in Figure 1. Notably, there is a noticeable increase in the number of studies carried out annually, with the most published research.

4.2 Context (C): (RO 2)

Studies in the field of domestic labour make up the majority of the literature, with a lesser portion exploring the experiences of migratory women workers. The majority of the research has been published in the following areas: financial inclusion, domestic violence, female labour and urban poor women. Women street vendors encounter a wide range of difficulties. Internal difficulties, such as personal and domestic problems, are rarely discussed. They have difficulties at work due to bad weather conditions, disruptive clients, and a lack of administrative support systems (Khamrang et al., 2022). Migrant workers, particularly women, have numerous disadvantages and are more vulnerable due to their poverty and status as informal labourers. The study's migrant female employees have discovered that the measures implemented to support them are insufficient. Most women received minimal support from the government (Azeez E P et al., 2021). The notion of labour is given new meanings by attempts to integrate gendered subjectivity, women's labouring practices, the gender division of labour, and global capitalism. The new interpretations within the new discourse are made feasible by treating women as labour subjectivities (George, 2019). Even though the difference between formal and informal employment is less noticeable for women than for men, both men and women in formal employment make more money than their counterparts in informal employment. In other words, men benefit more from formal than

informal employment than women do (C. Williams & Gashi, 2022). Table 1 shows list of academic publication cited in the Systematic Literature Review (2016-2025).

Table 1 List of Scholarly Works Referenced in the Systematic Literature Analysis (2016-2024). *Source*: Created by author

No	Journal	Impact factor	Article title	Citations	References	Informal work considered	Theoretical approach	Indexing
1	African Journal of Economic and Management Studies	1.3	Barriers of growth within an informal sector business: narratives of women subsistence entrepreneurs in South Africa	4	(Shava & Chinyamurindi, 2022)	Women subsistence entrepreneurs	Global Entrepreneurship Conceptual Framework	SSCI, Scopus
2	Journal of the Anthropological Survey of India	0.1	Working Women in Informal Sector: Geographical Perspective	0.86	(Kumari & Singh, 2016)	Women entrepreneurs in urban informal sector	WEE (Women economic empowerment) framework	SSCI, Scopus
3	Local Economy	1.6	Cluster initiative management: A potential for African women entrepreneurs in the informal sector	1.5	(Okeke-Uzodike & Subban, 2019)	Small medium entrepreneurs	Exploratory study	SSCI, Scopus
4	Journal of Social and Economic Development	1.1	Deriving forces and socioeconomic status of women in the urban informal sector in Bichena Town, West-Central Ethiopia	0	(Jenberu & Kasse, 2021)	Informal business operators	MRD framework	SSCI, Scopus

No	Journal	Impact factor	Article title	Citations	References	Informal work considered	Theoretical approach	Indexing
5	Social Change	0.49	Exploitation and Liberation: Case Study of Women Workers in Surat's Unorganised Sector	2	(Desai, 2020)	Small- and medium scale industries (SMSIs)	Ideologically inclined methodology	SSCI, Scopus
6	Asian Business & Management	3.9	Female entrepreneurship in Asia: a critical review and future directions	32	(Franzke et al., 2022)	Domestic and entrepreneurial work	Comprehensive review of female entrepreneurs	SSCI, Scopus
7	Transnational Corporations Review	3.16	Female entrepreneurs in Africa: negotiating power and production in the informal markets	0.43	(Iodice & Yourougou, 2016)	Female entrepreneurs in local market		SSCI, Scopus
8	Cogent Arts & Humanities	0.227	Female-dominated informal labour sector and family (in) stability: The interface between reproduction and production	4.43	(Olu-Owolabi et al., 2020)	Female Labours	Content analysis and thematic analysis	SSCI, Scopus

No	Journal	Impact factor	Article title	Citations	References	Informal work considered	Theoretical approach	Indexing
9	International Journal of Social Economics	0.396	Female labour force participation: evidence from Ghana	8.17	(Abraham et al., 2017)	Female Labours	Logit regression and multinomial logit techniques	-

							to analayse FLFP	
10	The Journal of Development Studies	2.9	Finance, Gender, and Entrepreneurship: India's Informal Sector Firms	11	(Gang et al., 2022)	Small and marginal farmers, agricultural labourers	-	SSCI, Scopus
11	Gendered Perspectives on Covid-19 Recovery in Africa Towards Sustainable Development	-	Financial Inclusion for Women in the Informal Economy: An SDG Agenda Post Pandemic	6	(Adeola, 2022)	Informal female workers	-	SSCI, Scopus
12	The Indian Economic Journal	1.09	Impact of Covid-19 on Informal Sector: A Study of Women Domestic Workers in India	18	(Sumalatha et al., 2021)	Domestic female workers	-	SSCI, Scopus
No	Journal	Impact factor	Article title	Citations	References	Informal work considered	Theoretical approach	Indexing
13	The Indian Journal of Labour Economics	1.99	Structural Changes and Quality of Women's Labour in India	9.33	(Sundari, 2020)	Agricultural labourers	-	SSCI, Scopus
14	Cogent Social Science	0.227	The informal palm oil and kernel processing industry in Ghana: A safe haven or a poverty trap for women?	4	(Obodai et al., 2022)	Women workers in Palm oil Processing industries	Designing a cross-sectional survey and using pragmatism as our guiding philosophy	SSCI, Scopus
15	International Journal of	8.1	Value of Formalization for Women	12.75	(Xheneti, Madden,	Home-based	Three main analytical	SSCI, Scopus

	Management Reviews		Entrepreneurs in Developing Contexts: A Review and Research Agenda		et al., 2019)	business activities	themes – identity, institutions, and constraints and preferences	

No	Journal	Impact factor	Article title	Citations	References	Informal work considered	Theoretical approach	Indexing
16	Cities & Health	3.76	Women in the informal sector amid COVID-19: Implications for household peace and economic stability in urban Zimbabwe	7	(Zhanda et al., 2022)	-	Explorative qualitative research and document analysis	SSCI, Scopus
17	A companion to economic geography	-	Feminism and economic geography: gendering work and working gender	9.83	-	-	Feminist research dominate qualitative approaches with quantitative methods	SSCI, Scopus
18	The Journal of Chinese Sociolog	0.34	A spatial analysis of precariousness and the gender wage gap in Mexico, 2005–2018	4	(Andrés-Rosales et al., 2019)	Women in labour market	Growth model of the Mexican economy	SSCI, Scopus
19	Gender & Society	4.3	Challenging the gendered entrepreneurial subject: Gender, development, and the informal	10.2	(Boeri, 2018)	Home-based work	Feminist social reproduction framework	SSCI, Scopus

			economy in India					

No	Journal	Impact factor	Article title	Citations	References	Informal work considered	Theoretical approach	Indexing
20	Cogent Social Sciences	0.35	Characteristics of informal sector activities and challenges faced by women in Kumasi Metropolis, Ghana	9.5	(Peprah et al., 2019)	-	A dynamic research methodology firmly based on both qualitative and quantitative epistemology is a component of pragmatics.	SSCI, Scopus
21	European Journal of Cultural Studies	2.09	From cubicles to open space: An analysis of gendered meanings of workspace	5	(Peteri et al., 2021)	Office working women	Feminist research on space and Henri Lefebvre's theory	SSCI, Scopus
22	African Journal of Public Affairs	0.78	De-stereotyping Informal Sector Gendered Division of Work: A Case Study of Magaba Home Industry, Harare, Zimbabwe	1.5	(Mutukwa & Tanyanyiwa, 2021)	-	Human capital development	SSCI, Scopus

No	Journal	Impact factor	Article title	Citations	References	Informal work considered	Theoretical approach	Indexing

23	Journal of Economic Studies	0.54	Evaluating the wage differential between the formal and informal economy: A Gender Perspective	6	(C. Williams & Gashi, 2022)	-	The Blinder Oaxaca decomposition technique is frequently used to examine how labour market results vary by group, including age and gender.	SSCI, Scopus
24	International Sociology	2.17	Evaluating working conditions in the informal economy: Evidence from the 2015 European Working Conditions Survey	9.25	(C. C. Williams & Horodnic, 2019)	-	Modernisation theory	SSCI, Scopus
25	Africa Journal of Management	1.45	Female faces in informal 'spaces': Women and artisanal and small-scale mining in sub-Saharan Africa	14.4	(Hilson et al., 2018)	Women employed in artisanal and small-scale mining	-	SSCI, Scopus

No	Journal	Impact factor	Article title	Citations	References	Informal work considered	Theoretical approach	Indexing
26	Feminist Economics	2.85	Gender and Work Patterns in Indian Cities: A	1	(Vakulabharanam et al., 2020)	Care work	-	SSCI, Scopus

			Socio-Spatial Analysis					
27	Perspectives on Neoliberalism, Labour and Globalization in India …	-	Globalization, workspace transformation and informal workers: A reversal of gender roles	0.25	(George, 2019)	-	-	SSCI, Scopus
28	Recognition of the Rights of Domestic Workers in India	-	Governing dynamics of Intra-household bargaining relations in informal urban spaces: Reflections from the case of female domestic workers across India	0.25	(Mohan, 2019)	Female Domestic Workers	-	SSCI, Scopus

No	Journal	Impact factor	Article title	Citations	References	Informal work considered	Theoretical approach	Indexing
29	Eurasian Geography and Economics	5.23	The impact of COVID-19 on migrant women workers in India	41	(Azeez E P et al., 2021)	Women migrant workers	Standard qualitative coding was used, and Braun and Clark's thematic analysis served as the basis for the	SSCI, Scopus

							data analysis.	
30	Spatial Economic Analysis	2.31	Informal employment in Poland: an empirical spatial analysis	2.8	(Beręsewicz & Nikulin, 2018)	Self-employed	BYM model	SSCI, Scopus
31	Entrepreneurship & regional development	6.4	Negotiating business and family demands within a patriarchal society–the case of women entrepreneurs in the Nepalese context	20.75	(Xheneti, Karki, et al., 2019)	-	-	SSCI, Scopus

No	Journal	Impact factor	Article title	Citations	References	Informal work considered	Theoretical approach	Indexing
32	Urban Health Risk and Resilience in Asian Cities		Quality of living, health and well-being of slum dwelling women domestic workers in Kolkata	0.33	-	Slum dwelling	-	SSCI, Scopus
33	Spatial Economic Analysis	2.31	Regional wage gaps, education and informality in an emerging country: The case of Colombia	4.14	(Herrera-Idárraga et al., 2016)	Women labours	-	SSCI, Scopus

34	Social Morphology, Human Welfare, and Sustainability	-	Silent Struggle of the Informal Workers: Everyday Lived Experiences, Challenges and Negotiation of the Women Street Vendors in Thimphu City, Bhutan	0	(Khamrang et al., 2022)	Strret vending	-	SSCI, Scopus

No	Journal	Impact factor	Article title	Citations	References	Informal work considered	Theoretical approach	Indexing
35	International Migration	2.02	Struggling in pandemic times: Migrant women's virtual political organization during the COVID-19 crisis in Spain	3	(Martín-Díaz & Castellani, 2022)	Domestic and care work, as well as hospitality and agriculture	-	SSCI, Scopus
36	Journal of Economic Surveys	4.14	Theories and definitions of the informal economy: A survey	42	(Dell'Anno, 2022)	-	Macro Econometric and conceptual perspectives	SSCI, Scopus

4.3 Characteristics (C): (RO 3)

Before presenting the findings, the articles examine the specific area of inference and the factors that either affect or mediate it. As shown in Table 3, While only a small number of studies (11) utilised moderator variables, the majority of studies (18) used mediator factors to show how antecedents affect outcomes.

The articles concentrate on a certain topic of interest and the elements that influence it. Along with presenting the results, it also investigates the variables that influence or mitigate it.

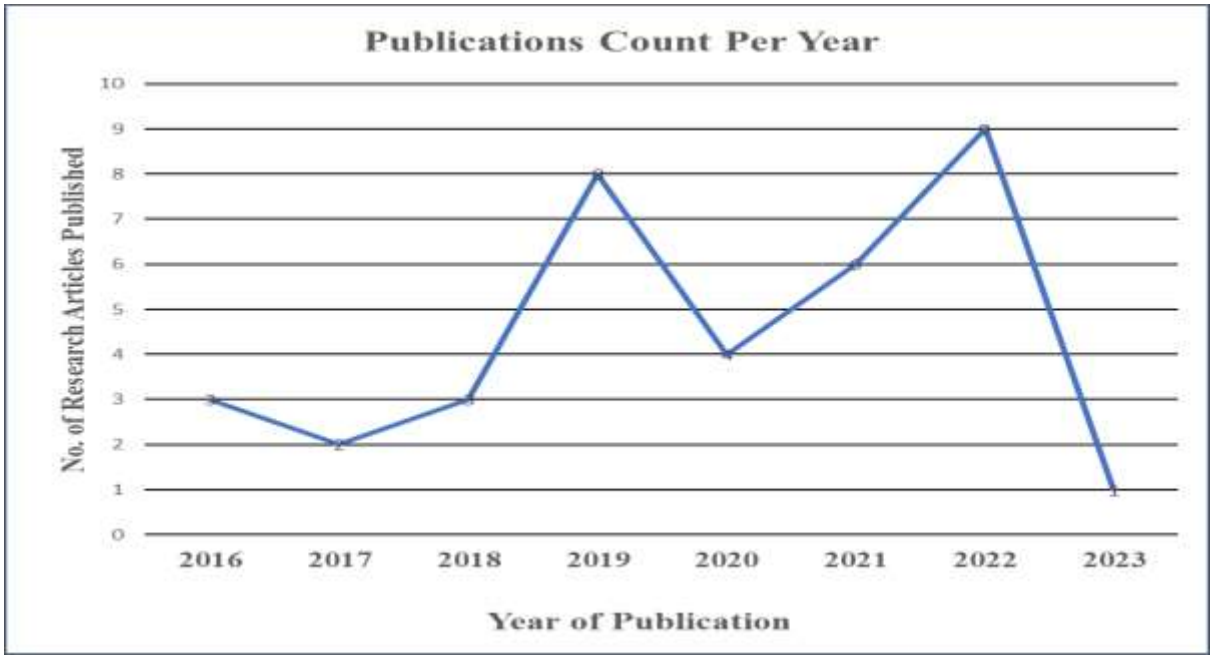


Fig. 2 Number of publications annually. ***Source:*** **Created by author**

Table 2 displays the publications taken into consideration in the geographic context of the literature review. It indicates that the majority of the research that has been published was conducted in India (11), South Africa (2), Ghana (3), Zimbabwe (2), Africa (3), Global (3) while Ethiopia, Asia, London, Nigeria, Mexico, Finland, Europe, Poland, Nepal, Columbia, Bhutan, Spain published one article each. Table 2 makes it clear that a sizable amount of study has been done in South Africa, India, and Ghana when taking into account the geographical setting of the literature review's included articles.

4.4 Methodology (M): (RO 4)

The various methods employed in the reviewed literature are shown in Table 4. Qualitative approaches (29) were the most popular methodology, according to the literature review's findings examples include exploratory research, bibliometrics, surveys, reviews. Only a small number of research (3) have used mix of quantitative and qualitative methods.

No. of Papers	Geographical context	References
11	India	(Azeez E P et al., 2021; Boeri, 2018; Desai, 2020; Gang et al., 2022; George, 2019; Kumari & Singh, 2016; Mohan, 2019; Sumalatha et al., 2021; Sundari, 2020; Vakulabharanam et al., 2020)
2	South Africa	(Okeke-Uzodike & Subban, 2019; Shava & Chinyamurindi, 2022)
3	Ghana	(Abraham et al., 2017; Obodai et al., 2022; Peprah et al., 2019)

2	Zimbabwe	(Mutukwa & Tanyanyiwa, 2021; Zhanda et al., 2022)
3	Africa	(Adeola, 2022; Hilson et al., 2018; Iodice & Yourougou, 2016)
3	Global	(Ann M. n.d. Oberhausar; Dell'Anno, 2022; C. Williams & Gashi, 2022)
1	Ethiopia	(Jenberu & Kasse, 2021)
1	Asia	(Franzke et al., 2022)
1	London	(Xheneti, Madden, et al., 2019)

No. of papers	Geographical context	References
1	Nigeria	(Olu-Owolabi et al., 2020)
1	Mexico	(Andrés-Rosales et al., 2019)
1	Finland	(Peteri et al., 2021)
1	Europe	(C. C. Williams & Horodnic, 2019)
1	Poland	(Beręsewicz & Nikulin, 2018)
1	Nepal	(Xheneti, Karki, et al., 2019)
1	Columbia	(Herrera-Idárraga et al., 2016)
1	Bhutan	(Khamrang et al., 2022)
1	Spain	(Martín-Díaz & Castellani, 2022)

5 Discussion

This section explains the emerging themes and their corresponding sub-themes from the examined literature by employing the TCCM model framework to thoroughly analyse earlier findings (Paul & Rosado-Serrano, 2019).

5.1 Theoretical Development (T): (RO 1)

It is crucial to understand entrepreneurial behaviour and the broader impact of the business ecosystem on women workers under informal sector (Shava & Chinyamurindi, 2022). According to the WEE paradigm, a woman is considered economically empowered if she has the ability to prosper and advance financially and the capability to make and carry out financial decisions. This Framework is used by (Kumari & Singh, 2016). The study used in-depth interviews and a qualitative research methodology to gather information from female entrepreneurs in the unorganized labour market in a purposeful (Olu-Owolabi et al., 2020). Within the MRD framework for this specific investigation, a concurrent triangulation technique was used to collect and analyze both types of data simultaneously (Jenberu & Kasse, 2021). Some studies focused on small and medium scale industries (SMSI) especially those connected with weaving dying printing,

embroidery and diamonds. Some studies purely focused on female entrepreneurs in Asia (Franzke et al., 2022).

Some studies don't follow any theoretical framework (Iodice & Yourougou, 2016; Adeola, 2022); Sumalatha et al., 2021; Sundari, 2020; Hilson et al., 2018; Vakulabharanam et al., 2020; George, 2019; Mohan, 2019; Azeez E P et al., 2021; Xheneti, Karki, et al., 2019; Herrera-Idárraga et al., 2016; Khamrang et al., 2022; Martín-Díaz & Castellani, 2022. Olu-Owolabi et al. 2020) in their study uses content analysis and thematic analysis whereas Abraham et al (2017) uses logit regression and multinominal logit techniques to analyse FLFP. Obodai et al (2022) used philosophical framework for addressing this fact that POKPI is either a shelter or a trap for those women who live in poverty was pragmatism and a cross-sectional survey methodology. Xheneti Madden et al (2019) has utilised the three primary analytical themes—identity, institutions, and limits and preferences—they highlighted how these themes are conceptualised in research across many academic fields. Further, Zhanda et al (2022) employed explorative qualitative research and document analysis. Feminist research framework dominate qualitative approaches with quantitative methods (Boeri, 2018).

Peprah et al (2019) reflect pragmatism, which is characterised by a dynamic research methodology firmly based in both qualitative and quantitative epistemology. Peteri et al (2021)

employed social space theory which focusses on the contested and symbolised lived space in the workplace. The qualitative study comes to the conclusion that women's capacities can be improved through the development of human capital in conjunction with social and financial capital (Mutukwa & Tanyanyiwa, n.d.). C. Williams & Gashi (2022) Blinder Oaxaca decomposition is a tool that is frequently used to examine how different groups, such gender and age, affect labour market results. C. C. Williams & Horodnic (2019) states that the informal economy is seen as a holdover from a premodern mode of production by the modernization thesis that dominated discussion during the 20th century.

No	Study	Antecedents	Mediators	Moderators	Outcomes
1	(Iodice & Yourougou, 2016)	Informal economy	-	-	Women economic development
2	(Olu-Owolabi et al., 2020)	Families Responsibilities	-	-	Women workers
3	(Adeola, 2022b)	Women owned business	-	-	Financial inclusion of women and poverty alleviation
4	(Jenberu & Kasse, 2021)	Informal economy	-	-	Urban Poor Women
5	(Kumari & Singh, n.d.)	Urban informal sector	-	-	Urban women worker
6	(Shava & Chinyamurindi, 2022)	Subsistence entrepreneurs	Barrier to the growth of the business	-	Women subsistence entrepreneurs

7	(Franzke et al., 2022)	Opportunity-driven entrepreneurship	Constraints on resources, and their management styles	-	Eastern cultural traditions' effects on female entrepreneurs
8	(Abraham et al., 2017)	Female labour force participation	-	-	Economic and social development

No	Study	Antecedents	Mediators	Moderators	Outcomes
9	(Gang et al., 2022)	Entrepreneurship	Financial constraints	Gender	-
10	(Sumalatha et al., 2021)	-	Domestic Violence	Health Hazard	Social Exclusion
11	(Sundari, 2020)	Informal employment	Poor literacy level	Large scale informal employment	Structural Changes
12	(Vakulabharanam et al., 2020)	-	Educational attainment	Spatial heterogeneity	Access and mobility
13	(George, 2019)	Global capitalism	Hierarchical Influence	Market oriented policies	Epistemological shifts
14	(Mohan, 2019)	Bargaining Relations in informal sector	Dynamics of gender relations	-	Female domestics
15	(Azeez E P et al., 2021)	lives and livelihood of poor communities	Social, economic, and structural challenges	-	Government intervention

No	Study	Antecedents	Mediators	Moderators	Outcomes
16	(Xheneti, Karki, et al., 2019)	Formalization of informal sector	-	-	Multidimensional contexts of women's choices

17	(Herrera-Idárraga et al., 2016)	Informality	Regional wage gaps	-	Simulating investment
18	(Khamrang et al., 2022)	Social sustainability	Domestic issues	Social relation and physical constraint	Inclusive development
19	(Martín-Díaz & Castellani, 2022)	Domestic and care work	-	Social economic vulnerability	Virtual social network
20	(Dell'Anno, 2022)	Informal economy	-	-	-
21	(Obodai et al., 2022)	Sustainable livlihood	-	-	Livelihood opportunities

No	Study	Antecedents	Mediators	Moderators	Outcomes
22	(Andrés-Rosales et al., 2019)	Spatial pattern	Labour	Poor working condition	Market oriented development
23	(Boeri, 2018)	Social reproduction	Family wellbeing	Home based work	Women participation
24	(Peprah et al., 2019)	Spatial location	-	-	Reduced taxes
25	(Peteri et al., 2021)	Invisible hierarchy	Informal workspace	-	Social space
26	(Mutukwa & Tanyanyiwa, n.d.)	Underground economy	Patriarchal nature	-	Unregulated economy
27	(C. Williams & Gashi, 2022)	Wage differential	-	-	Economic development
28	(Xheneti, Karki, et al., 2019)	Business family interface	Livelihood challenges	-	Informal enterpreneurship
29	(Beręsewicz & Nikulin, 2018)	Marginalised people	Spatial dependency	Spatial heterogeneity	Shadow economy
30	(Zhanda et al., 2022)	Household economic livelihood	Livelihood challenges	-	Informal entrepreneurship
31	(C. C. Williams & Horodnic, 2019)	Precarious work	-	-	Marginalisation
32	(Hilson et al., 2018)	Harnessing potential of AMV	-	-	Improved rural livelihoods

Standard qualitative coding was used, and Braun and Clark's thematic analysis served as the basis for the data analysis. Beręsewicz & Nikulin (2018) has used BYM model as theoretical framework. Dell'Anno (2022) used macro econometric and conceptual perspectives.

5.2 Context (C): (RO 2)

There is still a knowledge gap in understanding how informal sector women sustain in informal sector. To completely understand this issue, more research is needed. Our analysis of the literature showed that most of the studies have been done on women working in informal sector but very less focused on the complex issues related to working women. Since India's large labour population cannot be accommodated by the formal sector, policymakers have to consider integrating the informal sector's workers into the mainstream (Shava and Chinyamurindi 2022). Despite the lack of agreement on a single definition, poverty and instability in their daily lives are a commonality among these workers and continue to be a source of worry for academics, planners, and policymaker (Kumari and Singh 2016). Since human and physical capital have a significant impact on job conditions and financial profits, the town municipality and other relevant stakeholders must increase their investments in these areas in order to promote the socioeconomic welfare of women who own informal businesses. Very few analytical frameworks that seek to objectively evaluate the social and economic standing of women in the home include the large majority of them who work as domestic workers (Mohan, 2019). The informal sector is at risk because women do not have equal access to different types of financial resources (Mutukwa and Tanyanyiwa 2021). To further knowledge in this field and contribute to theorising on female entrepreneurship, more study on female entrepreneurship in Asia is required (Jenberu and Kasse 2021). It would be very interesting to conduct more research on the particular circumstances that support opportunity-driven entrepreneurship in Asia as well as the strategies for spotting opportunities in an environment that limits women's choices and opportunities (Franzke et al. 2022).

5.3 Characteristics (C): (RO 3)

After reviewing the research, we outline the key elements of the field, such as antecedents, moderators, and mediators, before going on to discuss the findings. Then, in Figure 3, we present a framework that summarises important factors from earlier research examining the intricate problems in the informal market that put women at greater risk.

5.3.1 Antecedents

To compensate for gender differences, some female traders use tactics including savings associations and reliance on market peers. Governments and the global donor community should collaborate to guarantee that men and women have equal access to civil rights and high-quality social services in order to increase the efficacy of these initiatives (Iodice & Yourougou, 2016). The pay disparity is made worse by the fact that women are more likely than males to work in the unorganised sector (Andrés-Rosales et al., 2019). Sumalatha et al (2021) asserted that law enforcement organisations should make sure that exploitation and violence at work are severely prohibited. The state, nonprofits, and grassroots platforms can work together to create community intervention programs that raise awareness of employer responsibilities and labour rights, as well as the need for formal job registration to ensure social security benefits. The need for evidence-based policy and practice interventions can be met by encouraging academic and research institutions to support studies on a range of developmental issues pertaining to women domestic workers. There is a chance that a significant percentage of women will remain unemployed and that the number of

unemployed people in the nation will increase if adequate steps are not taken to boost the availability of female workers. Sundari (2020) suggests that state initiatives must address the growing problem of women's unemployment in both urban and rural areas. According to Zhanda et al. (2022) gender policies implemented by local governments should be inclusive of all women in the nation and should promote their participation in the economy on a variety of levels and at various stages. The exclusion of impoverished or illiterate women from resources and access to sustainable economic activity must be changed, in addition to promoting the development of practical skills among marginalised women.

5.3.2 Mediators and Moderators

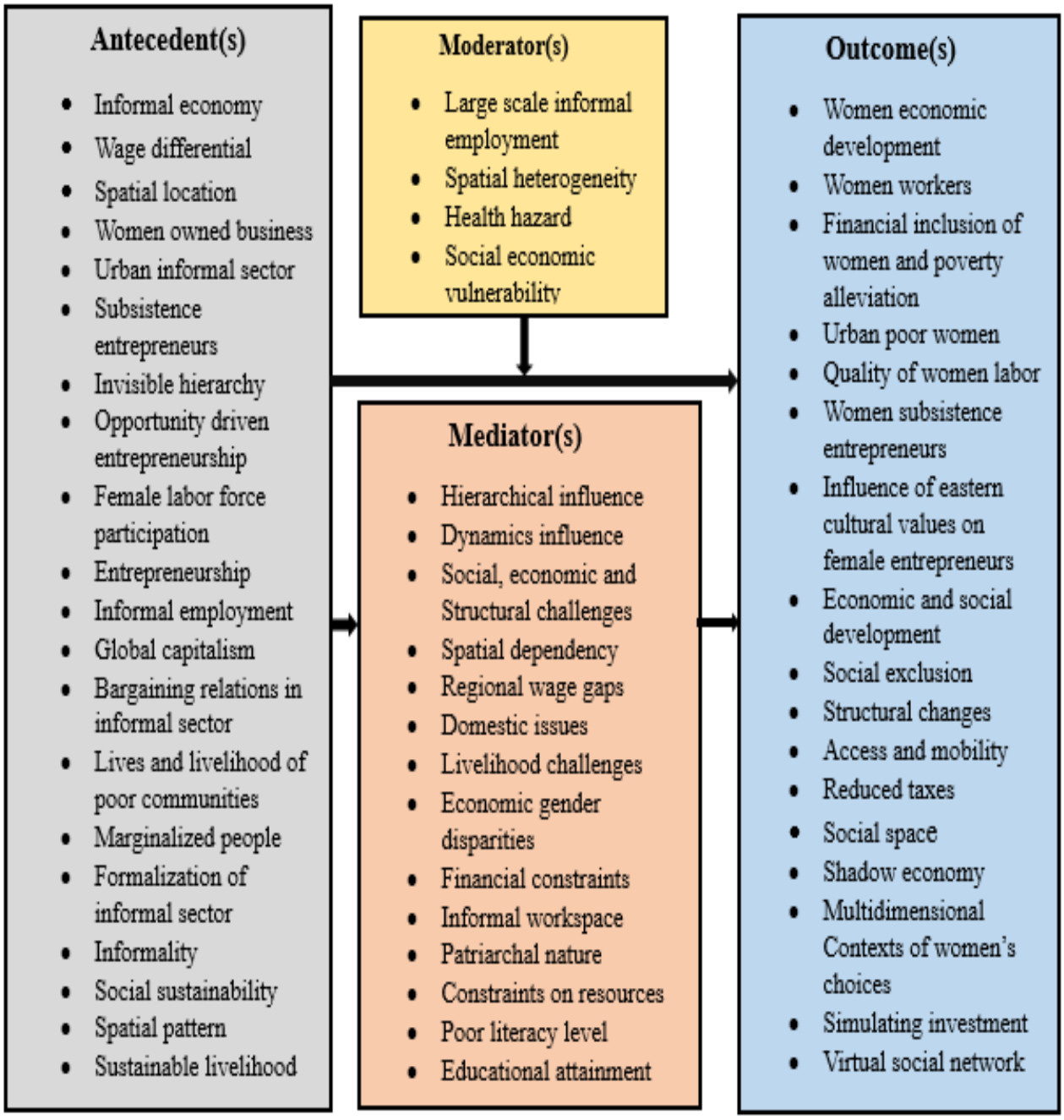
It is highly recommended to pursue interventions aimed at increasing the efficiency and, consequently, earnings per head of the informal sector, such as addressing the demand side of the labour market, retraining self-employed women and promoting female education, building rural area infrastructure to provide equal employment opportunities for women, and many others (Abraham et al. 2017). The complex issues related to society and culture collectively contribute to the difficulties which women experience in informal sector (Khamrang et al. 2022). Long-term policy initiatives should prioritise interventions to protect women workers' welfare and social security. Budgeting for benefits in the informal sector should take gender equality into consideration, as women make up the vast majority of workers in this sector. The current state support systems must be improved from the central to the local level, and new integrated support systems must be established in order to give a rights-based and intersectional response to the developmental challenge (Sumalatha et al. 2021). An employment-oriented development plan is required for the manufacturing sector in order to raise the percentage of women in the employment force and maintain India's long-term economic prosperity. Encouraging skill development and education after elementary level and training is necessary since these measures are likely to expand women's career options and enhance the calibre of their labour (Sundari, 2020).

5.3.3 Outcomes

The findings of our study on working women were categorised. The conclusions imply that the spatial distribution of women employed in the unorganised economy has several implications (Shava & Chinyamurindi 2022; Kumari & Singh 2016; Jenberu & Kasse 2021; Franzke et al. 2022; Iodice & Yourougou 2016; Olu-Owolabi et al. 2020; Abraham et al. 2017; Gang et al. 2022; Adeola 2022; Sumalatha et al. 2021; Sundari 2020; Obodai et al. 2022; Xheneti Madden et al. 2019; Zhanda et al. 2022; Andrés-Rosales et al. 2019; Boeri 2018; Peprah et al. 2019; Peteri et al. 2021; Mutukwa & Tanyanyiwa 2021.; C. Williams & Gashi 2022; C. C. Williams and Horodnic 2019; Hilson et al. 2018; Vakulabharanam et al. 2020; George 2019; Mohan 2019; Azeez E P et al. 2021; Beręsewicz and Nikulin 2018; Xheneti Karki et al. 2019; Herrera-Idárraga et al. 2016; Khamrang et al. 2022; Martín-Díaz & Castellani 2022; Dell'Anno 2022). Women subsistence entrepreneurs working in the informal sector face growth constraints, according to a variety of findings examined in the corpus of current research (Shava & Chinyamurindi, 2022). The study's main goal is to draw attention to the theoretical and conceptual problems with the unorganised sector both domestically and internationally. The outcome also aims to draw attention to the role of women in the urban informal sector and the macro-level examination of employment data in the informal economy (Kumari & Singh, 2016). Studies have examined the socioeconomic condition and determinants of women who own informal businesses on a broader macroeconomic scale (Jenberu and Kasse 2021). Additionally, the results showed significant variation within Asia as well as notable variances between Asian and Western female entrepreneurs. Due to financial necessity, female entrepreneurs in emerging Asian countries frequently have lower levels of

education and work in the unorganised sector, whereas many of their counterparts in transitional and developed Asian countries have advanced degrees and are employed in high-growth industries (Franzke et al. 2022). The study makes a good effort to identify the particular limitations and social settings that impoverished women encounter in the unorganised marketplace. Although these characteristics have an influence on how easily and equitably women can engage in the informal sector, this does not imply that women do not negotiate or oppose (Iodice & Yourougou, 2016). Promoting the inclusion of these undervalued economic ventures in the broader urban economy is crucial, especially considering the potential that street selling activities offer and the vital role that women play in society. Achieving social and economic status in society requires this integration (Khamrang et al. 2022). It is emphasized that the detrimental impact of informal work on wages is mostly felt by women workers in the lower strata of income distribution (Herrera-Idárraga et al. 2016). The result focusses on how women's gender interacts with other social indicators like caste, ability, age, and religion to determine their social reproductive and productive responsibilities in embodied work. The socio-spatial settings confined women in low-paying, unstable industries and forced them to work. Because it did not contradict their gendered duties in the home, women welcomed this job (Boeri 2018). Furthermore, the majority of women work in the various unorganised sectors, performing menial tasks, waitressing, and secretarial duties—all of which are traditionally associated with women. Both men and women have been forced into more insecure professions as a result of today's flexibility, although in less developed areas, women experience the highest levels of precariousness (Andrés-Rosales et al., 2019). Because of their lack of solidarity, women in the unorganised sector often labor alone and even compete with one another. Because their informal commercial activities are compartmentalised and there are no trade unions to represent them throughout the policy-making process, they are disregarded and subject to negative policies. Their exclusion may have resulted from the country's ongoing efforts to fully implement the SDGs and other international agreements that promote women's empowerment and involvement in economic development (Zhanda et al., 2022). According to Abraham et al. (2017) women from relatively well-off homes are less likely to work in the unorganised sector since it has a large opportunity cost and is hence unappealing to express preference for it.

Fig. 3 A framework of key variable for spatial perspective of women in urban informal sector



5.4 Methodology (M): (RO 4)

A mixed research design (MRD), which combines qualitative and quantitative methods for data collection and analysis, has been used as the methodology in the majority of studies. Additional qualitative data was designed to supplement the quantitative analysis, even though some of the studies relied primarily on quantitative data. At the same time, both kinds of data were gathered and examined. A lot of people used the literature review (Andrés-Rosales et al., 2019; Azeez E P et al., 2021; Franzke et al., 2022; Vakulabharanam et al., 2020; Xheneti, Madden, et al., 2019; Zhanda et al., 2022). The main purpose of the case study approach was to illustrate the position and function of women in the unorganised economy (Andrés-Rosales et al., 2019; Azeez E P et al., 2021; Desai, 2020; Jenberu & Kasse, 2021; Okeke-Uzodike & Subban, 2019; Sumalatha et al., 2021; Sundari, 2020). Qualitative research methodologies were utilised

in several studies (29 out of the total literature examined). While other research (4) relied on quantitative methods like surveys, questionnaires, descriptive statistics, correlations, and regressions. The number of studies and the methodologies employed are displayed in Table 4.

Table 4 Methods and Number of studies according to the corresponding study serial number based on Table 1

Technique	No. of Research Articles	Serial No. of Research Articles
Qualitative	29	2,3,5,6,7,8,10,11,12,13,14,15,16,17,18,19,20,21,24,25,26,27,28,29,31,32,34,35,36
Quantitative	4	4,9,30,33
Mixed	3	1,22,23

6 Implication

Both academics and entrepreneurs can benefit from the conclusions discussed in the following sections, which are predicated on the results of the investigation. Future research agendas that look more closely at the viewpoints of women in the informal sector might be built upon the TCCM framework. There are also real-world ramifications for female business owners in the unorganised sector who are trying to get equal pay and a good working environment.

6.1 Documenting the under-represented women in the workforce

Basic information regarding working women's tactics and the accompanying settings, support networks, or circumstances where these strategies are implemented is provided by the variables that fall under each of the antecedent categories. The reviewed literature indicates that there is a dearth of research on the contributions of working women in the unorganised economy. Given the aforementioned, a number of suggestions for more study might be made to address the identified research gap. Using the TCCM framework as a foundation, it aims to raise awareness of the little-known facets of working women in the unorganised sector.

6.2 TCCM Framework based research analysis (RO1–RO5)

This paper's TCCM framework looks at and builds on previous research on the tactics used by female entrepreneurs in the unorganised sector. Future study in this area still has a lot of room to grow, especially in terms of investigating novel theories, various situations, distinctive features, and improving methodological rigor. Future studies could look into how new **theories** could improve our knowledge in this area. In light of women's supporting roles in the unorganised sector, new theories and methods that work are desperately needed. This theory section also addresses how systemic reforms can be implemented, looking at how they might bring disparate perspectives on governance and institutional efficacy together to create inclusive and peaceful societies. Theories by Peteri et al. (2021) addresses how systemic reforms can be implemented, looking at how they might bring disparate perspectives on governance and institutional efficacy together to create inclusive and peaceful societies.

To better understand **context** related to the roles that different stakeholders play in promoting women's participation in the informal sector, future research should broaden its scope beyond specific domains including society, educational institutions, and informal entrepreneurship. Fostering interdisciplinary cooperation, conducting case studies, involving stakeholders, and offering policy recommendations and instructional programs are some ways to accomplish this. Developing thriving ecosystems and

community-led commons systems also requires careful consideration of governance, management, and accounting procedures. According to Azeez E P et al. (2021), the contributions of migrant workers are crucial to the informal economy's long-term survival, thus policies and initiatives should consider them as a major part of their interventions. Restoring inclusive economic activities where migrant workers feel safe, secure, and confident should also be a priority. C. Williams & Gashi (2022) encourages further research on the differences in income between men and women, as well as between the formal and informal sectors. Governments must assess these earnings disparities in order to evaluate policy initiatives and the extent of reforms necessary to alter the cost/benefit ratio. According to Andrés-Rosales et al. (2019) job insecurity has been mostly caused by the labour market. In order to deny workers labour protections, the required conditions have been established. Men lose their pay advantage over women as a result of outsourcing and subcontracting. We demonstrate this for the productive sectors under analysis as well as for various high, medium, and low exposure regions.

Future study should examine the empirical relationship between contextual elements and working women in the informal economy, as there have been few studies that examine the **characteristics** of empirical discoveries. This will help to advance the study related to women in informal sector by looking at how different factors affect their distribution. Additionally, a lot of non-governmental organisations (NGOs) support women's economic independence and development through women's associations and cooperatives. These NGO-sponsored organisations offer training on skills in addition to other strategies. This strategy has often been highly successful in giving women a way to get into the workforce.

In terms of **methodology**, the approaches taken in the previous studies may help identify three main issues for further research. Surveys and case studies will be used to collect data in order to evaluate the connection between different factors either social or economical and the method used to track and assess how well developing policy recommendations and implementing strategic plans work in favour of working women. As soon as feasible, a national strategy for domestic workers and a legislative framework governing their employment and social security should be implemented in order to support workers in collectively bargaining for their rights. Policy is the only way to address the problem of domestic workers' low public awareness and representation. Further, legal support, which will also strengthen their bargaining power and guarantee social security and fundamental rights in the long run (Sumalatha et al., 2021).

Future studies could close the gaps and elaborate on the difficulties and opportunities women encounter in the informal sector by using the TCCM technique mentioned above to produce powerful insights on their role in this sector.

6.3 Strategies and support networks for working women in the informal sector (RO1–RO5)

It is maintained that social and economic sustainability can only be attained by recognizing the potential of the urban informal economy and integrating these unseen entrepreneurships into the mainstream urban economy in order to address the growing issues related to urban issues and the like. Even The trend of the labor market becoming more informal has made it important to look at the sources of the country's economic strength, which are mostly generated from the informal sectors, even though the number of people employed in the unorganised sector is increasing, especially in developing countries. For inclusive development, policy measures that encourage the growth of the unorganised sector must be strengthened. The nation's fast urbanization also necessitates the development or restoration of an urban policy framework that acknowledges and protects the rights of unorganised laborers and other underprivileged urban residents. Only by focusing on women's laboring practices and placing them within the broader

context of social reality can feminist political agency and feminine subjectivity be formed. Highlighting the contributions made by women to the macroeconomy, as well as the innovative labor practices they create at each workplace and the novel ways they express their rights, might help achieve this. A new spatial and temporal labor paradigm is envisioned by identifying the subject position in the rearrangement and defining areas of labor as places of resistance. The socioeconomic circumstances of women who labor outside of the official, regulated areas of the economy require more investigation. Additionally, people who wish to comprehend the gendered aspect of intra-household bargaining power may find it useful to expand the informational domain of assessment by including more subjective data that influences any woman's intra-household bargaining power, as opposed to relying solely on a predetermined set of modelled factors.

7 Research Gap and Future orientation

The crucial question for the future study is to find out How do their (informal sector women) personal social difficulties interact with their work? The factors influencing women's capacity to function in the unorganized economy similarly to males represent significant disparity. There is a shift in perspective and an appreciation of the potential of women entrepreneurs in the unorganized sector. There is a research gap when it comes to the need for fresh, unconventional ideas to empower women, particularly those living in rural areas. Furthermore, it is necessary to learn about the intricate issues surrounding women who labour in the rural area's informal sector. Research on female domestic workers is necessary in order to dispel the gender stereotypes associated with domestic labour. It's also critical to investigate rural women workers in order to close the gap. Furthermore, it appears that the study's framing leans more towards the notion that the number of working women in the unorganised economy is stagnating. Future studies that account for these constraints may improve our comprehension of women's experiences employed in the unorganised economy. In order to address sampling problems, this can also include using bigger samples and a range of techniques.

8 Conclusion

Focussing on the working circumstances of women in the unorganised sector was the aim of this study. The PRISMA approach was used to conclude the study. The TCCM framework served as the study's theoretical foundation. By applying this frame work it can be concluded that much of their work is unorganized, unpaid, and often goes unaccounted for in standard labour force and employment indicators. This results to a lack of protection for these workers, leaving them exposed to exploitation and with a dismal quality of life. They must deal with these problems and make things better for workers in the unorganized sector, especially women. Furthermore, if adequate measures are not implemented to improve the availability of female labour, there is a possibility that a significant portion of women will remain unemployed, perhaps leading to a situation where the country's economy flourishes without jobs. By adopting a diverse approach, governments, lawmakers, and future scholars can greatly enhance the opportunities and conditions for women working in the unorganised sector. The first step for policymakers can be to create and execute inclusive policies that tackle the particular difficulties that women encounter in this field. This entails making microfinance and credit facilities accessible, streamlining the registration procedures for unregistered enterprises, and guaranteeing social safety nets like health insurance and pension plans. Furthermore, by enhancing working conditions and providing skill development programs

specifically designed to meet the requirements of women in the informal sector, policymakers should concentrate on establishing routes for formal employment.

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