

# ARAB WOMEN IN THE MIDDLE EAST AND THE LABOR MARKET: BARRIERS AND OBSTACLES TO CHOOSING A PROFESSION

**Lulu Balous**

Ph.D. student

Department of Psychology

Varna Free University “Chernorizets Hrabar”

**Abstract** ;Arab women in the Middle East continue to face substantial barriers in their pursuit of professional careers. Despite notable advances in women’s educational attainment and the expansion of legal frameworks formally promoting gender equality, women’s participation in the labor market remains persistently low. This paper examines the structural obstacles that constrain Arab women’s ability to choose, enter, and advance in professional careers. Drawing on interdisciplinary literature from gender studies, sociology, economics, and development studies, the analysis highlights how cultural norms, legal and institutional arrangements, workplace discrimination, economic dependency, and weak support structures interact to reproduce gender inequality. Adopting a critical structural perspective, the paper argues that women’s underrepresentation in employment is not a function of individual choice or capability, but rather the outcome of cumulative and intersecting constraints embedded within social, economic, and political systems. The paper concludes by proposing multi-level policy interventions addressing legal reform, labor market institutions, educational alignment, and cultural transformation, emphasizing that women’s economic empowerment constitutes a structural prerequisite for social justice and sustainable development in the Middle East

**Keywords:** Arab women; Gender inequality; Labor market participation; Structural barriers; Economic dependency; Education–employment mismatch; Women’s empowerment; Middle East.

## **Introduction**

Women’s participation in the labor market is widely recognized as a central indicator of social development, economic growth, and gender equality (World Bank, 2020; UNDP, 2021). Across global contexts, women’s access to education and employment contributes to poverty reduction,

household welfare, and national productivity. In the Middle East, women's educational attainment has increased significantly over recent decades, with women often surpassing men in secondary and higher education enrollment and completion rates (Moghadam, 2003).

Despite these educational gains, women's labor force participation in the Middle East remains among the lowest worldwide, revealing a persistent paradox between educational advancement and economic inclusion (OECD, 2019). This gap suggests that education alone is insufficient to ensure women's professional integration. Rather, women's labor market outcomes are shaped by complex and interlocking structural barriers that limit their ability to translate educational credentials into stable and meaningful employment.

Traditional gender norms continue to prioritize women's roles within the private sphere, emphasizing marriage, motherhood, and caregiving over professional ambition (Joseph, 1996; Al-Rasheed, 2013). These norms shape educational pathways, occupational aspirations, and employer perceptions, frequently framing women's employment as secondary, conditional, or temporary. Legal systems and institutional arrangements further reinforce women's economic dependency through labor regulations, personal status laws, and weak enforcement of gender-equality legislation (Charrad, 2001; World Bank, 2020).

This paper examines the structural barriers shaping Arab women's participation in the labor market and their capacity to choose and advance in professional careers. It argues that women's marginalization reflects entrenched inequality embedded within cultural norms, legal frameworks, institutional practices, and economic systems. By synthesizing interdisciplinary literature, the paper contributes to policy-oriented debates on gender, labor, and development in the Middle East.

### **Contribution of the Article**

While existing scholarship on Arab women's labor market participation has examined cultural norms, legal frameworks, or economic constraints as separate explanatory factors, fewer studies offer an integrated structural analysis that captures how these dimensions interact over time. This article contributes to the literature by synthesizing interdisciplinary perspectives and emphasizing cumulative structural inequality as a key mechanism shaping women's professional trajectories. By moving beyond individual-level explanations, the article situates women's labor market

exclusion within broader social, institutional, and economic systems, thereby offering a holistic framework for understanding gendered labor market outcomes in the Middle East.

### **Theoretical Framework**

This analysis draws on an interdisciplinary theoretical framework integrating gender role theory, patriarchy and structural inequality, human capital theory, feminist political economy, and intersectionality.

Gender role theory emphasizes the role of socialization in shaping occupational aspirations and gendered behavior, assigning women primary responsibility for unpaid care work while associating men with economic provision and leadership (Eagly & Wood, 2012). Patriarchal theory highlights how power relations embedded within legal and institutional systems privilege male authority and constrain women's autonomy and access to resources (Kandiyoti, 1988; Moghadam, 2018).

Human capital theory links labor market outcomes to education and skill acquisition (Becker, 1993). Feminist scholars, however, argue that this framework fails to account for structural constraints that limit the returns on women's education, particularly in gender-segmented labor markets (Kabeer, 2012). Feminist political economy further critiques the gendered division between paid and unpaid labor, emphasizing the systematic undervaluation of care work and its role in sustaining economic systems (Razavi, 2012).

Intersectionality provides a critical lens for understanding how gender intersects with class, marital status, education, and social positioning to produce diverse labor market experiences among Arab women (Crenshaw, 1989; Charrad, 2011).

### **Conceptual and Analytical Approach**

This article adopts a qualitative, conceptual approach grounded in critical analysis of interdisciplinary academic literature. Drawing on scholarship from gender studies, sociology, economics, and development studies, the analysis synthesizes theoretical and empirical insights to identify recurring structural patterns shaping Arab women's labor market participation. Rather than presenting new empirical data, the article aims to integrate existing research in order to highlight the interaction between cultural norms, institutional arrangements, and economic structures. This

approach enables a comprehensive understanding of women's labor market exclusion as a systemic phenomenon rather than a collection of isolated barriers.

### **Cultural and Social Norms as Structural Barriers**

Cultural and social norms remain among the most persistent barriers to Arab women's labor market participation. Gendered expectations assign women primary responsibility for domestic labor and caregiving, framing paid employment as secondary or conditional (Joseph, 1996). Norms related to family honor, social surveillance, and reputational control continue to regulate women's mobility, public presence, and occupational choices (Al-Rasheed, 2013).

Occupational segregation confines women to professions perceived as socially acceptable, such as teaching, healthcare, and administrative work, while leadership and technical fields remain male-dominated (Metcalf, 2008). Marriage and motherhood frequently disrupt women's career continuity due to unequal caregiving burdens and limited institutional support, producing cumulative disadvantage over the life course (Assaad et al., 2020).

Although cultural norms are evolving in response to education, urbanization, and globalization, these shifts remain uneven and contested. Importantly, cultural expectations do not operate independently but interact with legal and economic structures that reinforce gender inequality.

### **Regional Variation within the Middle East**

While this article refers broadly to the Middle East, it is important to acknowledge the considerable variation in women's labor market participation across the region. Differences between Gulf states, the Levant, and North Africa reflect diverse political economies, welfare regimes, and labor market structures. In rentier states, public-sector employment and migrant labor dynamics shape women's opportunities differently than in non-rentier economies. Nevertheless, despite these variations, common structural patterns persist across the region, including gendered norms surrounding care work, legal constraints on women's autonomy, and labor market segmentation. Recognizing regional diversity while identifying shared structural mechanisms allows for a more nuanced understanding of women's employment outcomes.

## **Legal and Institutional Barriers**

Legal frameworks across much of the Middle East continue to reflect patriarchal assumptions that constrain women's economic autonomy. Labor laws restricting women's working hours or access to specific sectors, alongside personal status laws governing marriage, divorce, and inheritance, reinforce women's dependency on male relatives (Charrad, 2001; World Bank, 2020).

Even where gender-equal legislation formally exists, weak enforcement mechanisms undermine its practical impact (UNDP, 2021). Institutional cultures further reproduce inequality through informal practices, limited accountability, and resistance to gender-sensitive reform. While public-sector employment has historically facilitated women's entry into the labor market, it has also contributed to labor market segmentation, whereas private-sector workplaces frequently lack gender-responsive policies.

## **Workplace Discrimination and Organizational Culture**

Workplace discrimination manifests through persistent gender wage gaps, exclusion from leadership positions, and biased recruitment and promotion practices (Sidani & Al Ariss, 2014). Arab women remain underrepresented in senior management and decision-making roles, encountering glass ceilings reinforced by masculine leadership norms.

Sexual harassment and unsafe work environments constitute significant yet underreported barriers, exacerbated by social stigma and inadequate institutional protections (ILO, 2018). Informal organizational cultures and male-dominated professional networks further marginalize women, while rigid work structures disproportionately disadvantage women with caregiving responsibilities.

## **Economic Dependency and Financial Exclusion**

Economic dependency remains a central mechanism sustaining gender inequality. The persistence of the male breadwinner model limits women's bargaining power and frames their income as supplementary rather than essential (Kabeer, 2012). Financial exclusion—manifested in limited access to banking, credit, and asset ownership—constrains women's entrepreneurial potential and economic autonomy (World Bank, 2020).

Women's overrepresentation in informal and precarious employment exacerbates vulnerability and limits access to social protection. Inequalities in property and inheritance rights further undermine women's long-term economic security, reinforcing dependency and exposure to gender-based risks.

### **Education–Employment Mismatch**

Despite significant educational gains, Arab women face high rates of unemployment and underemployment, particularly among university graduates (OECD, 2019). Gendered patterns of field-of-study selection contribute to occupational segregation, with women overrepresented in disciplines offering limited labor market demand (Metcalf, 2008).

The absence of effective career guidance, internships, and labor market alignment constrains employability. Social restrictions on mobility and workplace environments further contribute to skill underutilization, resulting in economic losses for both individuals and societies.

### **Structural Interactions and Cumulative Disadvantage**

The barriers discussed do not operate in isolation but interact to produce cumulative disadvantage over the life course. Cultural norms restricting women's mobility intersect with legal constraints and discriminatory labor markets, generating path-dependent outcomes that shape long-term occupational trajectories (DiPrete & Eirich, 2006).

Interruptions related to marriage and motherhood constitute critical junctures that amplify inequality. The absence of re-entry mechanisms, flexible employment pathways, and institutional accommodation results in skill depreciation and reduced bargaining power. Arab women's labor market exclusion should therefore be understood as a systemic and cumulative process rather than a series of discrete obstacles.

### **Support Structures, Mentorship, and Professional Networks**

Limited access to mentorship, professional networks, and social capital constrains women's career advancement (Ibarra et al., 2013). Gender segregation and exclusion from informal networks reduce women's visibility and access to opportunities.

While civil society initiatives provide important support, they often lack sustainability and institutional backing. Long-term change requires embedding mentorship and leadership development within formal organizational and policy frameworks (UN Women, 2020).

### **Implementation Challenges and Policy Gaps**

Despite increasing policy attention to women's economic empowerment, many labor market reforms in the Middle East have yielded limited results. One key challenge lies in the gap between formal policy commitments and implementation on the ground. Weak institutional capacity, limited monitoring mechanisms, and resistance within organizational cultures often undermine reform efforts. Moreover, policies that focus narrowly on women's labor supply without addressing care responsibilities, workplace norms, and power relations tend to reproduce existing inequalities. Effective policy interventions therefore require not only legal change, but also sustained institutional accountability and cultural transformation.

### **Policy Recommendations and Strategic Interventions**

Effective reform requires multi-level strategies:

Macro level: Legal reform, enforcement of gender-equality legislation, childcare provision, and financial inclusion policies.

Meso level: Gender-responsive workplace practices, flexible work arrangements, and accountability mechanisms within organizations.

Micro level: Cultural transformation through education, public discourse, and community engagement.

Institutional monitoring and gender-sensitive evaluation are essential for translating policy commitments into practice (UNDP, 2021).

### **Discussion, Limitations and Future Research Directions**

This paper contributes to the literature by offering a structural synthesis of the barriers shaping Arab women's labor market participation. Rather than isolating individual factors, it demonstrates

how cultural norms, legal systems, labor market institutions, and economic dependency interact to reproduce inequality.

The analysis underscores the limitations of individual-level explanations and highlights the need for systemic reform. While education remains necessary, it is insufficient in the absence of institutional and cultural transformation. Future research should integrate comparative and longitudinal approaches to further examine pathways of change.

This article is subject to several limitations. As a conceptual analysis, it does not present original empirical data and therefore relies on existing literature. Additionally, the broad regional focus may obscure important national and local variations. Future research would benefit from longitudinal and comparative studies examining women's labor market trajectories across different Middle Eastern contexts. Incorporating qualitative research that centers women's lived experiences would further enrich understanding of how structural barriers are negotiated in everyday life.

## **Conclusion**

Arab women's limited participation in the labor market reflects structural inequality rather than individual choice or capability. Cultural norms, legal frameworks, workplace discrimination, economic dependency, and weak support systems interact to constrain women's professional opportunities. Advancing women's labor market participation requires coordinated reform across legal, economic, educational, and cultural domains. Women's empowerment is not only a matter of equity but a structural imperative for inclusive and sustainable development in the Middle East.

### **Life-Course Perspective and Cumulative Inequality**

An additional analytical lens through which Arab women's labor market participation can be understood is the life-course perspective. From this viewpoint, labor market exclusion is not the result of a single barrier or decision point, but rather a cumulative process shaped by structural constraints encountered at different stages of life. Early educational choices influenced by gender norms, followed by interruptions related to marriage and motherhood, and compounded by limited re-entry mechanisms into the labor market, produce long-term disadvantages in employment trajectories and income potential. These patterns contribute to skill depreciation, reduced bargaining power, and heightened economic dependency over time. Understanding women's labor



market participation through a life-course lens underscores the need for policies that address not only entry into employment, but also continuity, re-entry, and long-term career development.

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