Innovations

Empowerment or Inequality? A Feminist Political Economy Analysis of Women's Work in the AI-Driven Gig Economy

Dr. Hala Hattab; **Dr. Hanen Charni**

Effat University, Jeddah, Kingdom of Saudi Arabia

Corresponding Author: Hala Hattab

Abstract: *The integration of artificial intelligence (AI) into gig economy platforms has reshaped labor markets globally, offering new opportunities while deepening existing inequalities. This study explores how AI-enabled gig work influences women's economic empowerment through a systematic literature review (SLR) of 48 peer-reviewed studies published between 2010 and 2024. Guided by feminist political economy, this research examines how algorithmic systems and platform design interact with structural gender disparities. The thematic analysis revealed five key patterns: economic flexibility and empowerment, algorithmic bias, wage inequality, job precarity, and digital marginalization. While gig platforms create pathways for income and autonomy, especially in contexts where women face barriers to formal employment, many also reinforce existing inequalities through algorithms, insecure labor conditions, and technological exclusion. This research highlights the urgent need for gender-responsive governance as platform economies and AI systems continue to shape the future of work.*

Keywords: *GIG Economy, Artificial Intelligence, Women Empowerment, Feminist Political Economy, Digital Labor Platforms*

1. Introduction

Over the past decade, artificial intelligence (AI) has become deeply integrated within digital labor platforms, reshaping global employment in ways that extended beyond conventional labor market transformations. At the same time, gig work — characterized by short-term, task-based, and often platform-mediated arrangements — has emerged as a dominant mode of work in both advanced and emerging economies due to its nature that is characterized by short-term, flexibility, and often platform-enabled (Vallas & Schor, 2020; De Stefano, 2016; Kalleberg, 2018). This shift is not merely technological but structural (Jain, 2024), altering how labor is organized,

who gains access to income opportunities, and under what conditions work is performed. For women, these changes offered a paradox: while platform-mediated work creates new avenues for participation and autonomy, it also risks reinforcing theexisting social and economic inequalities (Kasliwal, 2020).

On one hand, gig platforms such as Upwork, Workana, and Task Rabbit, expand women's access to flexible, remote, and autonomous work. These arrangements are particularly valuable in contexts where women face mobility restrictions, disproportionate caregiving responsibilities, or exclusion from formal employment pathways (Barzilay & Ben-David, 2017). AI technologies embedded within these platforms are often celebrated for their potential to increase efficiency and reduce explicit human bias in job allocation (Sayyed, Jadhav, & Barnabas, 2024). On the other hand, an emerging body of scholarship warns that these same algorithmic systems can reinforce rather than dismantling the structural gender disparities. Algorithms trained on biased historical data frequently translate the discriminatory patterns into automated decision-making (Zuiderveen, 2018). As a result, women are often assigned into lower-paid, care-oriented, or highly routinized tasks, while reporting wage discrimination, opaque job assignment processes, and limited advancement opportunities within platform ecosystems especially towards leadership positions (Müller & Granat, 2020; Chen, 2024). By following an entrepreneurial rather than an employment model (Cutolo & Kenney, 2021), the gig economy leaves workers without protections and benefits typically associated with formal employment, for example standard labor protections, social benefits, or collective bargaining rights (Cherry, 2021; Roy & Sanyal, 2023).

To investigate these dynamics, this study employs the feminist political economy framework, which highlights how digital labor platform models may obscure the persistent gender inequalities (Ruiz García, 2022). Within this lens, algorithmic management practices and weak regulatory control reinforce asymmetries of power, often benefiting the platforms at the expense of workers (Van Doorn, 2023). Women remain disproportionately concentrated in precarious, low-pay roles and are underrepresented in technical and leadership positions (Graham et al., 2017; Gray & Suri, 2019).

Despite growing academic interest in digital labor platform, consensus is still lacking on how AI-enabled gig platforms affect women's economic empowerment, particularly in the Global South. Existing research tends to either examine digital employment in general (Woodcock, 2019; Wajcman, 2020) or discuss AI and labor in gender-neutral terms, leaving the gendered implications underexplored. Addressing this gap, the present study conducts a systematic literature review (SLR) of peer-reviewed research published between 2010 and 2024 to investigate the question: How

do AI-driven gig platforms shape women's economic empowerment? Grounded in feminist political economy, this approach enables a nuanced analysis of how AI systems restructure power relations, reproduce existing hierarchies, and, at times, create new forms of autonomy for women workers.

This research advances theory and practice in three keyways:
- It provides a systematic synthesis of empirical and conceptual studies on women's participation in AI-enabled gig work.
- It identifies the persistent challenges and emerging opportunities women face within these technologically mediated labor markets.
- It offers policy-relevant insights for platform developers and regulators seeking to design AI systems that are more inclusive, transparent, and equitable.

By critically examining the intersection of AI, platform labor, and gender, this study aims to move beyond surface-level narratives of flexibility and empowerment. It delivers a grounded assessment of where AI-mediated gig work supports women's economic agency and where it undermines it. As platform economies continue to shape the future of work, applying a gender lens to AI governance is both a scholarly imperative and a policy necessity.

2. Methodology

Guided by the research question, this study adopted a systematic literature review (SLR) design to synthesize existing evidence on the intersection of artificial intelligence (AI), gig work, and women's economic empowerment. The review is conducted through the lens of feminist political economy, which foregrounds the structural and intersectional nature of labor inequalities (Elson, 1999; van Doorn, 2023).

The review adhered to the PRISMA 2020 guidelines (Page et al., 2021), which provide a rigorous framework for reporting transparent and replicable reviews.

2.1 Eligibility Criteria

To ensure the quality and relevance of the examined literature in relation to the study's focus on the gendered dynamics of AI-mediated gig work, the researchers applied predefined inclusion and exclusion criteria aligned with the research question and aims as per Table 1. These criteria guided both the title/abstract and full-text review phases.

Table 1: Inclusion and Exclusion Criteria Used for Study Selection

Inclusion Criteria	Exclusion Criteria
• Peer-reviewed journal articles • Published between January 2010 and March 2024 • Focused on at least two of the following: AI/algorithmic systems, gig work, gender • Included empirical or conceptual studies • Clearly addressed women's economic empowerment, labor inequality, or digital exclusion	• Non-peer-reviewed formats (e.g., blogs, editorials) • Not published in English • Focused solely on gig work or AI without connecting to labor or gender • Purely technical/machine-learning studies • Superficial mention of gender without analytical depth

2.2 Search Strategy and Databases

Searches were conducted in the following databases:

- Scopus
- Web of Science
- JSTOR

The search spanned from January 10, 2025toApril 15, 2025, using Boolean logic (O'Donnell, 2014) with the primary query string: ("gig economy" OR "platform work" OR "digital labor") AND ("artificial intelligence" OR "AI" OR "algorithmic management") AND ("women" OR "gender" OR "female empowerment"). To refine the search results, filters were applied to focus on the fields of social sciences, labor studies, feminist technology studies, and digital governance.

2.3 Screening and Selection

The initial search yielded 254 results. After eliminating 61 duplicates, 193 articles were screened based on their titles and abstracts. From these, 65 full-text articles were reviewed, and 48 were deemed eligible and included in the final synthesis. The screening was conducted independently by the two researchers. Figure 1 includes a PRISMA flow diagram (Page et al., 2021) to depict the selection process.
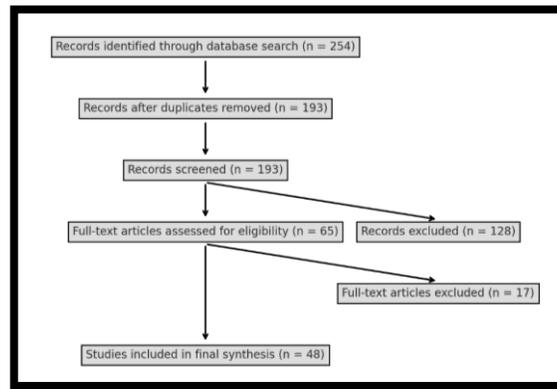
Fig 1. PRISMA flow diagram

2.4 Data Extraction and Charting

Data from the final selection of 48 eligible studies was systematically extracted using a structured matrix developed in Microsoft Excel. Each study was coded for key metadata, methodological approach, and gender-related findings. The following data fields were captured:

- Author(s) and year of publication
- Country or region of focus
- Type of gig platform (e.g., ride-hailing, freelancing, micro tasking)
- Research design and methodology (e.g., qualitative, quantitative, mixed methods, conceptual)
- Core findings relevant to gender and AI-driven gig work
- Explicit mentions of algorithmic bias, wage inequality, or digital exclusion
- Policy or platform-level recommendations (if available)
  To ensure consistency, two reviewers independently extracted data from a subset of 10 studies, resolving any discrepancies through discussion.

2.5 Quality Appraisal

To evaluate the methodological rigor of the included studies, the reviewers used The Mixed Methods Appraisal Tool (MMAT). The MMAT is designed to assess the quality of qualitative, quantitative, and mixed-methods studies (Hong et al., 2018), making it appropriate for the diverse empirical designs included in this SLR. Each study was evaluated based on the transparency of its methods, clarity of research questions, analytical robustness, and relevance to the research aim. Studies were categorized into three quality tiers:

- High quality: Demonstrates strong methodological clarity, a clear connection between evidence and claims, and high relevance to the research aim.
- Medium quality: Generally sound design but some limitations in reporting, scope, or analytical depth.

- Low quality: Exhibits major methodological weaknesses or minimal relevance to the review focus (none were retained).
  Only studies rated as medium or high quality were included in the final synthesis. A sample of the appraisal outcomes is presented in Appendix A.

2.6 Data Synthesis Approach

The researchers applied a narrative thematic synthesis, which is well-suited for interdisciplinary and qualitative-dominant reviews (Thomas & Harden, 2008). The synthesis was carried out through a three-step process:

- Open coding of all the included studies for gendered labor outcomes related to AI-driven gig platforms.
- Clustering codes into higher-order analytical categories based on patterns and recurring concerns.
- Developing overarching themes across all studies.

3. Results

Following a systematic review of 48 peer-reviewed studies, five major themes emerged in relation to how AI-driven gig platforms are shaping women's economic empowerment. These themes, outlined below, reveal a complex interplay between opportunity and structural inequality in the platform economy. This section explores these themes in details, with supporting evidence drawn from the reviewed literature.

- Economic Flexibility and Empowerment
- Algorithmic Bias and Gender Inequality
- Wage Inequality
- Job Insecurity and Precarity
- Digital Divide and Technological Marginalization

3.1 Economic Flexibility and Empowerment

A recurring theme across the literature is that gig platforms, particularly those mediated by AI, have created flexible work opportunities that are highly attractive to women, especially in regions with limited formal employment options or rigid gender norms (Barzilay & Ben-David, 2017; Graham et al., 2017). The ability to choose work hours, avoid commuting, and work from home is particularly important for women balancing paid labor with unpaid care responsibilities (Berg et al., 2018).In developing economies, platform work has expanded access to income-generating activities for women who might otherwise be excluded from labor markets due to childcare obligations, social norms, or mobility restrictions (Mehrotra & Gali, 2021). Foong et al. (2021) made similar observations, highlighting that AI-driven platforms have enabled women to access remote, task-based employment that fits within caregiving schedules, particularly in Southeast Asia. This finding is supported further

by Qureshi and Alvi (2023), who found that digital platforms offer Pakistani women an entry point into the labor force, especially in contexts where traditional employment opportunities are constrained by social norms or limited mobility.

Although some research found that women, especially in conservative settings, favour the ability to work privately and independently, Rahman and Shadid (2024) proved that many workers, especially women, often favour income stability over autonomy, which challenges the notion that flexibility is the core attraction point of gig work. This finding complicates the idea that platform work is inherently liberating. However, this flexibility is not without limitations. Wood et al. (2019) point out that flexibility often comes with unpredictable workloads and income instability. Moreover, women with lower digital literacy or fewer technological resources may struggle to access or benefit from these opportunities to the same extent as their male counterparts.

3.2 Algorithmic Bias and Gender Inequality

AI systems are frequently portrayed as impartial or unbiased, but numerous studies dispute this notion, suggesting that algorithmic systems on gig platforms can sustain and even worsen gender disparities (van Doorn, 2017; Barzilay & Ben-David, 2017). Algorithms that are trained on historical data may incorporate discriminatory trends, leading to women being disproportionately assigned to lower-paying or traditionally "feminized" roles like content moderation or virtual assistance (Gray & Suri, 2019). Raghavan et al, (2018) point out that the lack of transparency in algorithms makes it challenging for workers to comprehend or challenge job allocation decisions. This problem is particularly pronounced for women, who are more likely to face cumulative disadvantages when platform decisions rely on biased data inputs or rating systems influenced by customer bias (Rosenblat & Stark, 2016). Researchers stress that the absence of transparency in algorithmic management systems compromises fairness and accountability (Dastin, 2018). Feminist critiques argue that unless AI systems are intentionally designed to address intersectional inequality, they will continue to reinforce existing hierarchies rather than dismantle them (Noble, 2018).

3.3 Wage Inequality

Gender-based wage disparities persist across many gig platforms (Heikkilä et al. (2024), even in environments that claim to be merit-based. Women consistently report earning less than men for similar tasks, especially when pay is determined by algorithmic pricing or individual negotiation instead of standardized rates (Cook et al., 2018; Barzilay & Ben-David, 2017). Lehdonvirta (2018) found that female freelancers often face a "price penalty" for the same services offered by men, particularly in fields like software development and design. This wage gap is further exacerbated by structural inequalities: women are more likely to accept lower-paying

jobs, avoid negotiating, and work fewer hours due to caregiving responsibilities (Sundararajan, 2016).Moreover, the lack of transparency in how platforms calculate pay—especially when AI is used to dynamically adjust pricing based on location, behavior, or client history—obscures wage fairness. Without mechanisms for workers to effectively compare or negotiate pay, wage inequality remains entrenched (Berg et al., 2018; Dubal, 2020).

3.4 Job Insecurity and Precarity

While gig platforms offer flexibility, they often do so at the expense of job security. Workers are classified as independent contractors, not employees, and thus are excluded from standard labor protections such as health insurance, maternity leave, sick pay, and retirement benefits (De Stefano, 2016; Cherry, 2016).Women, who are already overrepresented in insecure, part-time, or informal work, are particularly more disposed to face an increased economic vulnerability due to structural precarity of gig platforms (Kessler, 2018).Studies show that platform algorithms control access to jobs and pay and monitor productivity in ways that heighten pressure and undermine stability (Rosenblat & Stark, 2016; Graham et al., 2017).Zhou (2021) argues that algorithmic management, when coupled with the lack of grievance mechanisms or legal recourse, intensifies the disempowerment of women gig workers.

3.5 Digital Divide and Technological Marginalization

Access to AI-mediated gig work is significantly shaped by digital infrastructure and technological fluency, areas where women, particularly in the Global South, remain at a disadvantage (Taye and Gebre, 2023). Studies consistently show that women have lower rates of smartphone ownership, internet access, and digital skills compared to men, which restricts their ability to engage with and benefit from gig platforms (Hunt et al., 2019; ITU, 2021). Moreover, Snyder (2023) notes that the digital divide is deeply gendered, with women reporting less trust and familiarity with online systems, including gig platforms.

The digital divide extends beyond mere connectivity to encompass issues of power and control. In many contexts, women's access to technology is mediated by male family members or limited by social norms (UN Women, 2020). This is echoed in the work of Ndungu (2023), who demonstrated that women's participation in digital labor across Sub-Saharan Africa is shaped by care giving responsibilities and cultural norms rather than limited access to technology. As a result, even when platforms are technically accessible to all, women face hidden barriers to full participation. Furthermore, the design of platforms can further marginalize women. If interfaces are not intuitive or AI systems are trained primarily on male user data, women may find it harder to navigate, succeed, or even feel welcome on these platforms (Noble, 2018).

In conclusion, these five themes collectively underscore the complex landscape of AI-mediated gig work for women. While these platforms introduce new forms of labor inclusion and empowerment, they also risk amplifying existing inequalities in more invisible, algorithmically mediated ways. Without targeted interventions in platform design, policy regulation, and social support systems, the potential of AI to advance gender equity in the gig economy may remain unfulfilled.

Discussion

This research explored the impact of AI-driven gig platforms on women's economic empowerment through a systematic literature review. The findings reveal a complex picture: while these platforms offer women the chance to engage in paid work with greater flexibility and independence, they also expose persistent gender disparities in income, job security, and technological access. From a feminist political economy perspective, these contradictions underscore that technology does not inherently challenge structural inequalities and may, in some instances, deepen them.

4.1 Economic Empowerment and Flexibility, but at a Cost

A key positive finding is the role of AI-powered gig platforms in improving women's access to employment. Across multiple studies, women reported feeling financially empowered and indicated that gig work enhanced their ability to earn independently and manage family duties. This is consistent with research suggesting that flexible scheduling and the option to work from home are particularly beneficial for women, especially those with care giving responsibilities (Sundararajan, 2016; Choudhury et al., 2019). However, this flexibility often comes at the cost of stability. The lack of social protections, such as health insurance, maternity leave, and pensions, means that many women experience the same vulnerabilities as informal workers (De Stefano, 2016; Harris, 2020). The concept of "empowerment" becomes more complex (Kessler, 2018) when considering that women are disproportionately represented in low-paying, unstable gig roles that lacks stability and long-term security.

4.2 Algorithmic Bias and Hidden Inequality

A substantial portion of the literature raised concerns about algorithmic bias. Women generally reported experiencing gender-based bias in job matching, echoing earlier research by O'Neil (2016) and Dastin (2018), who noted that AI systems often mirror biases present in historical data. Even when platforms claim neutrality, their decision-making processes may unintentionally exclude or disadvantage women, assigning them to lower-paying roles or ranking them less favorably. Feminist scholars argue that this is not merely a technical issue but a deeper issue rooted in how power and inequality are embedded into digital systems (Noble, 2018). Our findings support the

call for greater algorithmic transparency and fairness mechanisms, as well as ongoing audits that consider gender-based outcomes as part of platform accountability.

4.3 Persistent Wage Gaps in Digital Labor

Despite claims that gig platforms are meritocratic, wage inequality remains a pressing issue. Women believe they earn less than men for similar work, reflecting long-standing patterns of occupational segregation and undervaluation of "feminized" labor (Kalleberg, 2018; Woodcock, 2019). The wage gap is further widened by the lack of transparency in how pay is determined on many platforms. According to studies, many women noted that they often had little insight into why certain jobs paid less or how their ratings affected their earnings. These findings are echoed in empirical studies such as Kricheli-Katz and Regev (2016), which show that wage gaps persist even in supposedly neutral digital environments. Such ambiguity fosters a sense of weakness and reinforces patterns of inequality that platform algorithms claim to avoid.

4.4 Job Insecurity and Platform-Managed Precarity

Concerns about job insecurity are frequently highlighted in academic discussions, suggesting that gig work is perceived as less stable than traditional jobs, particularly for women. Researchers like Cherry (2021) have demonstrated that gig workers, especially women, are classified as independent contractors, which excludes them from the labor protections that formal employees receive. This instability is not coincidental; it is often perpetuated by the platforms that oversee the work. Factors such as algorithmic monitoring, ambiguous performance criteria, and the threat of deactivation contribute to ongoing insecurity, even when short-term earnings appear adequate. As feminist economic critiques have pointed out, this mirrors a larger trend of transferring labor risks from institutions to individuals, often affecting those with minimal bargaining power.

4.5 The Digital Divide: A Structural Barrier to Inclusion

The final theme highlights a structural limitation that remains largely overlooked in high-income contexts: the digital divide. Women — particularly in developing regions — are less likely to own smart phones, have reliable internet access, or possess the digital literacy required to compete in the gig economy (Hilbert, 2016; UN Women, 2021). This is supported by previous literature, which shows that many women face obstacles not only in finding work but also in accessing platforms initially. Furthermore, even when access is available, platforms and their AI systems are not always designed with women's needs in mind. Design features, language, and even the assumptions behind AI models may reflect biases that favor dominant user groups.

Unless these systems become more inclusive in both content and access, the promise of gig work will remain unevenly distributed.

4.6 Moving Forward: Human-Centered and Inclusive AI

In conclusion, AI-driven gig work offers both significant opportunities and risks for women's economic empowerment. To capitalize on the benefits while minimizing harm, platform developers, policymakers, and advocates must collaborate. Regulations should mandate transparency and fairness in algorithms. Platforms should focus on inclusive design and gender-responsive data practices. Additionally, governments must ensure that digital infrastructure and labor protections are available to all, particularly the most vulnerable. While technology can drive change, it cannot independently address systemic inequalities. Genuine empowerment will arise not only from access to gig work but also from substantial structural reforms that redistribute power, security, and opportunity.

Recommendations, Limitations, and Future Research

5.1 . Practical and Policy Recommendations

Based on the findings of the SLR, this research offers the following practical implications and policy recommendations to foster more inclusive and equitable digital labor environments

- Platform Governance and Transparency: Platforms should establish transparent algorithmic procedures that enable workers to comprehend how tasks are allocated, evaluated, and priced.
- Design for Inclusion: AI systems must be designed with attention to gender. This involves usability testing with diverse groups of women, especially from underrepresented regions and socio-economic backgrounds.
- Extend Labor Protections: Governments and regulatory authorities should extend labor protections such as maternal leave, minimum wage standards, and social security benefits to gig workers.
- Digital Access and Literacy: Investment from both public and private sectors is essential to enhance women's access to devices, internet connectivity, and digital skills training, especially in rural and low-income areas.
- Feminist Data Policy and AI Ethics: Policymakers must adopt a feminist perspective when regulating AI. This involves examining whose knowledge, labor, and bodies are (or are not) represented in data collection, algorithm training, and performance metrics.

5.2 Limitations of the Research

While this research followed a rigorous and systematic methodology, several limitations should be acknowledged:

- Language and Database Scope: The study only considered publications in English, which may have led to the exclusion of pertinent regional studies published in other languages
- Geographic Focus: The research did not focus on a specific geographic region, which limits its contextual depth.
- Lack of Longitudinal Studies: Many of the studies included were cross-sectional or descriptive, which restricts our ability to evaluate the long-term effects of platform work on women.

5.3 Directions for Future Research

Future studies could focus on specific countries or regions to better understand how local labor policies, cultural norms, and digital infrastructure shape women's experiences in gig work. Future research can examine the effectiveness of specific interventions, such as digital literacy programs or wage transparency mechanisms, in addressing gender disparities. Finally, as platform technologies evolve, it is important to assess how emerging tools, like generative AI, affect autonomy, dignity, and long-term economic stability for women workers.

References

1. Barzilay, L., & Ben-David, A.: Gender and the Gig Economy: The Impact of Digital Platforms on Women's Work in the Global Labor Market. Harvard Business Review. (2017).
2. Berg, J.: Income Security in the Gig Economy. International Labour Review 1553, 267-289 (2016).
3. Berg, J.: Women in the Gig Economy: Gender Equality and Economic Empowerment through Digital Labor. International Labour Review 1594, 531-547 (2020).
4. Chen, Y.: Does the gig economy discriminate against women? Evidence from physicians in China. Journal of Development Economics 169, 103275 (2024).
5. Cherry, M. A.: Regulating Gig Work: The Precarious Reality of Workers in the Gig Economy. Georgetown Law Journal 1092, 465-498 (2021).
6. Choudary, S. P.: The platform revolution: How networked markets are transforming the economy—and how to make them work for you. W. W. Norton & Company. (2018).
7. Choudhury, P., Lan, G., & Kauffman, R. J.: AI and the Gig Economy: Opportunities and Threats for Women in Digital Labor Markets. Journal of Business Research 105, 78-92 (2019).
8. Choudhury, P.: Women, Gig Work, and the AI Revolution: The Role of Digital Learning Platforms in Promoting Economic Mobility. Journal of Business Research 104, 180-189 (2021).

9. Cutolo, D., & Kenney, M.: Platform-dependent entrepreneurs: Power asymmetries, risks, and strategies in the platform economy. Academy of management perspectives 354, 584-605 (2021).

10. Dastin, J.: Amazon Scraps AI Recruiting Tool That Showed Bias Against Women. Reuters. Retrieved from: www.reuters.com.

11. De Stefano, V.: The Rise of the "Just-in-Time" Workforce: On-Demand Work, Crowdwork, and Labor Protection in the Gig Economy. Comparative Labor Law & Policy Journal 373, 471-504 (2016).

12. De Stefano, V.: The rise of the" just-in time workforce": on demand work, crowdwork, and labor protection in the" gig economy". Comparative labor law and policy journal 373, 461-471 (2016).

13. Dubal, V. B.: Gig Economy Workers and the Fight for Legal Recognition: The Need for Gender-Sensitive Reforms. California Law Review 1083, 941-967 (2020).

14. Elson, D.: Labor Markets as Gendered Institutions: Equality, Efficiency and Empowerment Issues. World Development 273, 611–627 (1999).

15. Foong, S. P., Thong, D. H., & Hia, F. K.: Women in the Gig Economy: Gendered Labor Market Inequality and Opportunities in AI-Driven Platforms. Technology in Society 65, 101572 (2021).

16. Graham, M., Hjorth, I., & Lehdonvirta, V.: Digital Labour and Development: The Gendered Economy of Gig Work. Geoforum88, 87-98 (2017).

17. Gray, M. L., & Suri, S.: Ghost Work: How to Stop Silicon Valley from Building a New Global Underclass. Houghton Mifflin Harcourt. (2019).

18. Hall, J. V., & Krueger, A. B.: An analysis of the labor market for Uber's driver-partners in the United States. ILR Review 713, 591-632 (2018).

19. Harris, S.: The economic impact of care giving on women in the gig economy. Journal of Feminist Economics 261, 22-47 (2020).

20. Heikkilä, T., Johansson, M., & Lindqvist, J.: Gender Earnings Gap in the Gig Economy: Evidence from Over a Million Rideshare Drivers. Review of Economic Studies 913, 1123–1150 (2024).

21. Hilbert, M.: The digital gender gap. International Journal of Communication 10, 4601-4621 (2016).

22. Hong, Q. N., Fàbregues, S., Bartlett, G., Boardman, F., Cargo, M., Dagenais, P., ... &Pluye, P.: The Mixed Methods Appraisal Tool (MMAT) version 2018 for information professionals and researchers. Education for information 344, 285-291 (2018).

23. Hunt, A., Li, J., & Xu, X.: Women in Technology: A Gendered Divide in AI-Driven Gig Work. International Journal of Human-Computer Interaction 352, 121-135 (2019).

24. Jain, A.: the Gig Economy: Disruption, Innovation, and Economic Evolution, ducational Administration: Theory and Practice. 30(5), 5133-5140. (2024).

25. Kalleberg, A. L.: Precarious work and the gig economy: Implications for social policy. Social Policy & Administration 523, 555-577 (2018).

26. Kasliwal, R.: Gender and the gig economy: A qualitative study of gig platforms for women workers. ORF issue brief 359, 1-14 (2020).
27. Kessler, M.: Precarious Employment and Gender: How the Gig Economy Is Shaping Women's Financial Stability. Feminist Economics 242, 108-125 (2018).
28. Kricheli-Katz, T., & Regev, T.: Gender, Earnings, and the Gig Economy: How Women Are Paid Less for the Same Work. Social Forces 954, 1527-1549 (2016).
29. Manyika, J., Chui, M., & Bughin, J.: The Rise of AI and Its Impact on the Gig Economy: New Opportunities for Women's Work. McKinsey & Company. (2021).
30. Mehrotra, S., & Gali, S.: Women Entrepreneurs in the Gig Economy. Küresel Ekonomik Yaklaşımlar Dergisi101, 15–28 (2021).
31. Müller, M., & Granat, S.: Gender biases in AI and their impact on gig economy workers. Gender and Technology 142, 123-139 (2020).
32. Ndungu, N.: Women in the Gig Economy: Paid Work, Care and Flexibility in Kenya and South Africa. Overseas Development Institute. (2023).
33. O'Neil, C.: Weapons of Math Destruction: How Big Data Increases Inequality and Threatens Democracy. Crown Publishing. (2016).
34. Page, M. J., McKenzie, J. E., Bossuyt, P. M., Boutron, I., Hoffmann, T. C., Mulrow, C. D., ... & Moher, D.: The PRISMA 2020 statement: an updated guideline for reporting systematic reviews. BMJ 372, n71 (2021).
35. Qureshi, S., & Alvi, M.: Women in the Gig Economy: Challenges and Opportunities in Pakistan. International Journal of Business and Social Research 132, 45–60 (2023).
36. Raghavan, M., Barocas, S., Kleinberg, J., & Levy, K.: Mitigating Bias in Algorithmic Hiring: Evaluating Claims and Practices. In Proceedings of the 2020 Conference on Fairness Accountability and Transparency (pp. 469–481) (2020).
37. Rahman, A., & Shadid, S.: Do Gig Workers Prefer Money to Flexibility? Insights from a Discrete-Choice Experiment in Malaysia. IZA Discussion Paper No. 17093. (2024).
38. Rosenblat, A.: Uberland: How Algorithms Are Rewriting the Rules of Work. University of California Press. (2019).
39. Ruiz García, S.: Feminist policy and platform economy: insights, methods and challenges. Internet Policy Review 111, 1-23 (2022).
40. Sayyed, M., Jadhav, B., & Barnabas, V.: Role of Artificial Intelligence in Digital Gig Economy. In Synergy of AI and Fintech in the Digital Gig Economy (pp. 14-31). CRC Press. (2024).
41. Snyder, H.: Gendering the Digital Divide: The Use of Electronic Government Services in Brazil. Information Polity 281, 45–60 (2023).
42. Sundararajan, A.: The Sharing Economy: The End of Employment and the Rise of Crowd-Based Capitalism. MIT Press. (2016).
43. Taye, M., & Gebre, A.: Gender Digital Divide and Women's Digital Inclusion: A Systematic Review. International Journal of Gender Studies 122, 85–102 (2023).

44. Thomas, J., & Harden, A.: *Methods for the thematic synthesis of qualitative research in systematic reviews. BMC Medical Research Methodology 81, 45 (2008).*

45. UN Women.: *Sustainable Development Goals: Gender Equality and Digital Labor. United Nations Women. (2021).*

46. Vallas, S., & Schor, J. B.: *What do platforms do? Understanding the gig economy. Annual review of sociology 461, 273-294 (2020).*

47. Wajcman, J.: *Automation and the Gender Divide in the Gig Economy. Sociology 541, 16-32 (2020).*

48. Woodcock, J.: *The gig economy: A critical perspective. Polity Press. (2019).*

49. Zhou, Y.: *Algorithmic Management in the Gig Economy: A Systematic Review and Research Integration. Journal of Organizational Behavior 427, 1010–1026 (2021).*

50. Zuiderveen Borgesius, F.: *Discrimination, artificial intelligence, and algorithmic decision-making. Council of Europe Directorate General of Democracy, 42 (2018).*

Appendix 1: Sample Extraction Table

Author(s)	Year	Methodology	Gender Insight	Quality Appraisal
Barzilay & Ben-David	2017	Conceptual	Underrepresentation in high-skill gigs	High
Graham et al.	2017	Qualitative	Structural inequality in digital labor	Medium
Mok & Chen	2024	Quantitative	Wage gaps despite equal access	High
Choudhury et al.	2019	Mixed Methods	Platform design shaping female labor access	High
Kricheli-Katz & Regev	2016	Quantitative	Gender-based pay disparity for identical	High
Kasliwal	2020	Qualitative	Safety and flexibility concerns among women	Medium
Berg	2016	Conceptual	Gig work lacks labor protections affecting	High