Remote Work Opportunity and Its Impact on Women's Employment and Empowerment

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ABSTRACT

This study seeks to understand how access to remote work opportunities will influence women's jobs and empowerment as we move into a post-COVID, digitally transforming world. With the increasing trend of telecommuting and flexible work, especially during the pandemic, women now have more opportunities to work from home and achieve a better work-life balance, financial freedom, and independence in making choices. Utilizing convenience sampling of 106 respondents across various demographic categories, the present study analyses family conflict, the remote work environment, work independence, self-leadership, women's work, and empowerment using a quantitative method. These results demonstrate a highly positive relationship between control over independent tasks and female empowerment, indicating that self-leadership is a vital aspect of career advancement and personal freedom. Yet, the research also identifies key obstacles, such as family friction and socio-cultural barriers, that continue to hinder the full realization of the potential of remote work for women. Remote work benefits women's economic status and social status, but in different ways across various demographics. Those with higher educational attainment tend to benefit more than others. They conclude by highlighting the potential of remote work in promoting gender equality and empowering women in the workplace and call for a series of policies aimed at (i) addressing the digital divide, (ii) strengthening the support of the organizations (as family-friendly organizations), and (iii) reducing the family-related obstacles. It is suggested that future research examine the long-term impact of remote work on women's career paths, with a focus on cross-national studies to elucidate the role of cultural and institutional contexts in women's remote work experiences.

Keywords: Remote work, women empowerment, work environment, and work Independence

INTRODUCTION

In the contemporary age of globalization and rapidly developing technology, the affordability of technology-driven products and emerging remote work possibilities has led to women's financial freedom and their self-dependence (Allen et al., 2015). The COVID-19 pandemic has been a game-changer in the global work organization patterns, and remote working has been significantly accelerated. As a result, it has liberated women to work over the Internet, which in turn, will expand women's occupational employment potential. The opportunities presented by telecommuting have resulted in a greater involvement of women in the workforce than ever before, which can only make them more independent in society. In addition, the push for remote work and outsourcing has become part of many organizations' efforts to control operating costs, meet business goals, and support a healthy work-life balance for staff members (Galanti et al., 2021; Yarberry & Sims, 2021). Nevertheless, the shift to remote work also presents an interplay of dynamics that could weigh heavily on women's employment and empowerment. Factors such as the remote workspace, autonomy in the workplace, self-leadership, and the nature of job opportunities in a remote context will also yield a significant part of the extent to which women can thrive in this emergent work form.

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Currently, these numbers are approximately the same, with many employees and organizations possibly opting for WFH even after the pandemic. To contain the spread of the virus, Italy quickly adopted home confinement measures which, since the Spring of 2020, were renewed for several months and are still, as in some other European countries, ongoing also during Spring 2021. As with all organizational changes, WFH too has some advantages and disadvantages. Usually, adopting this flexible way of working has been presented as a planned choice that requires a period of design, preparation, and adaptation to allow organizations to effectively support employees' productivity and ensure them a better work-life balance (Gajendra & Harrison, 2007). Women, historically underrepresented in certain sectors and faced with numerous barriers to workforce participation, have found both promise and complexity in the remote work paradigm. On one hand, remote work offers a potential solution to many of the challenges women have traditionally faced in balancing work with caregiving responsibilities, geographic constraints, and inflexible work hours. The ability to work from home, a local co-working space, or any other remote location can provide women with newfound flexibility and autonomy over their schedules. However, the transition to remote work also unveils a multifaceted landscape of considerations that can significantly impact women's employment and empowerment. Factors such as access to technology, digital literacy, home environment, and the nature of job opportunities in remote settings all play crucial roles in de This study aims to analyze the complex dynamic between employment and empowerment and remote work. By investigating the potential and the pitfalls for women in a variety of socio-economic circumstances to work away from the office. Drawing on a combination of qualitative and quantitative research methods, the study will examine the following: Recognizing the barriers encountered by women when moving to remote work, comprising technology barriers, home environment constraints, and also looking at the suitability of job opportunities. This article will explore reasons that could prevent women from taking full advantage of teleworking and possible remedies to such problems. From remote possibilities to ongoing trends: the potential of telework to reproduce or transform gender stratifications in work relationships. We'll explore what that might mean and how remote work could impact issues like pay equity, career progression, and access to senior roles: Is it an enabler for advancement, or does it deepen divides? In revealing these dimensions, this study could offer important insights to policymakers, employers, and other stakeholders on how remote working could be deployed for more inclusive and empowering women's workplaces. In the end, the objective is to add to the conversation about gender equality in the workplace and provide actionable ways to ensure remote working can work for everyone, regardless of gender. Evaluating the extent to which women can benefit from this evolving work structure.

Research Objectives and Aims

1. To test the effect of remote work on the employment rate of women and the extent to which it differs depending on their education.

2. To discuss how remote work has impacted women's financial independence and social respect.

3. To comprehend what it is that restrains women in their pursuit of remote work in different geographical terms.

Research Questions

- By how much does working remotely raise women's employment rates by their educational attainment?

- Does working from home affect women's economic independence and their social status?

- What are the key obstacles that hinder women's quality of involvement in teleworking across diverse regions, and how do these obstacles differ?

Through examining these questions, this study will add to the evolving knowledge base about how the phenomenon of remote work dovetails with gender in the workplace, thereby lending substance to developing policy and practice in the workplace that can support the goal of gender equity.

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LITERATURE REVIEWS

Gupta et al. (2024) conducted a study titled “Gaps in Women’s Empowerment in Rural Areas,” aimed at developing skills and job creation programs for women. The research was published in academic journals and reviewed government initiatives, rural development strategies, and the methodologies used in successful development programs. The study highlighted significant gender disparities, revealing that women comprised 70% of the demographic in rural areas, yet faced substantial discrimination. It also examined the policy implementations aimed at enhancing women's skills and improving their living standards. Furthermore, the researchers identified a notable relationship between women’s skill development and their decision-making power. However, the study's limitations included the lack of industrial and commercial skill development infrastructure, which hindered broader opportunities for women’s empowerment in rural areas.

Elena & Nancy (2023) conducted the study by the name "Empowering Women: Challenges to Gender Equality in Higher Education and High-Wage Jobs". The study sought to evaluate instruments to measure gender-based labor discrimination, with a focus on problems related to wages, participation in the labor market, and the glass ceiling. Through an empirical investigation method, the paper intends to offer an overall estimation of gender discrimination in professionals with high earnings. The results demonstrated that professional women's salaries and the value of their economic contributions were widely different. And while we’ve made some advancements, such as in the breaking of the glass ceiling, high-paying, white-color jobs have been slow.

Mhlanga (2024) conducted research titled “Empowering African Women through Industry 4.0 in the 21st Century” to recognize the challenges and changes to improve women's employment power. The research was conducted in the South African region in 2024 to investigate the research objectives. The research study examined the challenges of gender gaps in online skills, sociological barriers, and restrictions for entering leadership roles as women. The research work summarized 42 research works from Web of Science, Google Scholar, and Scopus index journals and produced the output of the study. The research found that there were positive relationships among training, the feasibility of remote work, and women's development in digital platforms. The researcher recommended investing in women's digital skills, developing social norms, and participating in leadership programs with men. This investment will enlarge the economic and social growth of South African women in the future and the 4.0 industrial revolution to develop for women, underscoring the need to continue to work towards true gender parity in the workplace.

Kooli (2023) researched “Challenges of working from home during the COVID-19 pandemic for women in the UAE” to understand the work-life perspective of the UAE working-class female. Based on semi-structured interviews, 16 regular working women in the UAE were examined. The survey was conducted with thematic analysis to identify the themes and sub-themes that became visible from coded data. The study found that excess working time significantly affects family and personal matters. The research observation noticed women's comfort in working from home and their flexibility and control over the work; although in the long run, the women might face challenges in their career advancement.

The work of Islam and Slack (2016), “Women in Rural Bangladesh: Empowered by Access to Mobile Phones,” focused on how technology and the availability of information affect rural women in Bangladesh. The study was carried out in 3 rural villages and included 99 women through both qualitative and quantitative methods. We set out to investigate how mobile phone use affects women’s health, education, and livelihood. The findings also showed that access to mobile phones empowered women through access to health, personal security, economic opportunities, and earnings, and improved their standard of living. Ladies using cell phones became technology independent. Yet the study also highlighted mobile phones had relatively little effect on women’s education and personal development, revealing that while technology can be a facilitator of some dimensions of empowerment, it is not all-encompassing in nature.

METHODOLOGY

This research adopted a quantitative approach to examine the impact of remote work opportunities on women’s employment and empowerment. The study aimed to identify trends and statistical relationships associated with remote employment experiences. A sample of 106 women was selected to test the data, ensuring the validity of

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the findings and providing meaningful insights. The convenience sampling method was employed to select participants for the study. Data was collected through a structured questionnaire, with responses gathered via an online survey. To assess the validity and reliability of the data, a 5-point Likert scale was used, and factor analysis was conducted to analyze the data further.

RESULTS AND DISCUSSION OF THE RESEARCH

Demographic Profile of the Respondents

The report represents the marital status of the participants of the research to investigate the impact of remote work opportunities on women's employment and empowerment. The dataset was composed of 106 respondents, who were distributed to two groups (e.g., married and unmarried). The results of the research revealed that 50 participants (47.2%) are married, and 56 of them (52.8%) are unmarried. The valid percentage of gender distribution reflects that unmarried women contribute the major percentage of the sample size. The cumulative percentage of gender distribution (100%) with unmarried respondents ensures data comprehension. These findings of the research are insightful in understanding the shape of women's contributions and roles in remote work opportunities.

Table 1: Marital Status of the Participants

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	50	47.2	47.2	47.2
	Unmarried	56	52.8	52.8	100.0
	Total	106	100.0	100.0	

The age distribution of participants in the research study investigated the influence of remote work opportunities on women's employment and empowerment. The data were classified into four age groups and they are (16-20), (21-25), (26-30), and over 31. The research findings reveal that the major percentage of age group distribution belongs to (26-30, 68%), and the second rank position of the age group (over 31, 17.0%). The young respondents (21-25, 10.4%) age distribution, and the rest of them (16-20, 8.5%). The cumulative age distribution reflects that the age of (26-30) covers 83% of participants and fulfills the requirements of 100 % of respondents. This age group depicts a magnificent focus on career progression and active participation in remote work relevant to their study.

Table 2: Age distribution of the participants

		Frequency	**Percent**	**Valid Percent**	**Cumulative Percent**
Valid	16-20	9	8.5	8.5	8.5
	21-25	11	10.4	10.4	18.9
	26-30	68	64.2	64.2	83.0
	31- Above	18	17.0	17.0	100.0
	Total	106	100.0	100.0	

The table below shows the educational attainment of research participants and their impact on women-based remote work opportunities, employment, and empowerment. The educational achievements were classified as SSC/Equivalent, HSC/Equivalent, Honors/Equivalent, Master's/Equivalent, and Professional/Technical Certificate. The result of the research represents major percentages of educational attainment belonging to

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Master's/Equivalent degree (67, 63.2%) and Honors/Equivalent degree (18, 17.0%). A small percentage belongs to Professional/Technical certificates (9, 8.5%), while (6, 5.7%) belongs to only SSC/Equivalent and HSC/equivalent educational achievement. The analysis of the results highlights that women with advanced academic backgrounds are highly engaged with remote work.

Table 3: Highest Educational Level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Honors /Equivalent	18	17.0	17.0	17.0
	HSC/Equivalent	6	5.7	5.7	22.6
	Master's/Post-Graduate	67	63.2	63.2	85.8
	Professional/Technical certification	9	8.5	8.5	94.3
	SSC/Equivalent	6	5.7	5.7	100.0
	Total	106	100.0	100.0	

This table represents the income distribution of participants in a study investigating the remote work opportunities for women's employment and empowerment. The data were categorized into four portions and they are (<10,000, 10,000-20,000, 20,000-30,000, and more than 30,000. The findings of the research depict that (42, 39.6%) portion earning more than 30,000 represents a higher income distribution. This income distribution suggests that the larger portion of respondents were middle to higher-income distribution groups, which impacted their work perspectives, flexibility of work, and financial strength.

However, the income group distribution provides meaningful insights about women engaged in remote work. The higher percentage of participants (30000 or more) get access to more work opportunities according to their skills and qualifications. On the contrary, lower-income groups might get entry-level remote work opportunities, and they are developing their skills.

Table 4: Monthly Income Level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<10,000	13	12.3	12.3	12.3
	10,000-20,000	22	20.8	20.8	33.0
	20,000-30,000	29	27.4	27.4	60.4
	30,000-Above	42	39.6	39.6	100.0
	Total	106	100.0	100.0	

Factor Analysis

Existing relationships among family conflicts, remote work environment, self-leadership, and women's empowerment. The result of the correlation matrix shows essential information related to relationships between family conflict, remote work environment, self-leadership, and women's empowerment, particularly in the case of remote work. The conflict within the family negatively correlates with all the variables except job independence (correlation coefficients ranged from −0.680 to −0.791); conversely, the former is positively correlated (0.699) with job independence. This means that family adversity does exist as a barrier to women's

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general well-being and career development, whereas the ability to work autonomously emerges as a driver for personal development and self-empowerment. Besides, negative correlation values with other variables support the difficulty for women to combine family obligations and professional responsibilities in the setting of remote work. By contrast, the significant positive relationships between remote work environment, women's employment, and empowerment (0.570, 0.607, 0.656, respectively) indicate that remote work environment is important in promoting women's empowerment. This discovery illustrates how remote work can encourage the professional development, independence, and expansion of women. Strong positive relationships between women's empowerment (0.675) and women's employment (0.617) reinforce the indirect role of independent work in women's career development and advancement. Further, the strong association of 0.759 between empowerment and employment indicates that the autonomy of women in the workplace is closely related to their career advancement and empowerment. The correlation between self-leadership and women's employment links (0.430) furthermore indicates that one follows that self-independence constitutes a significant contributor to the increased level of both personal well-being and professional success. Despite evolving work cultures that increasingly accommodate schedules and working conditions that afford young working mothers unprecedented levels of flexibility and adaptability, family strife remains a major obstacle halting women from agreeing to closing deals with those dealing with remote work. Therefore, family conflict continues to be a major barrier to obtaining a successful and rewarding remote working experience for women.

Table 5: Correlation Matrix

		family_conflict	remote_work_environment	work_independence	self_leadership	women_employment	women_empowerment
Correlation	family_confaliict	1.000	-.283	-.269	-.199	-.245	-.214
	remote_work_environment	-.283	1.000	.699	.570	.607	.656
	work_independence	-.269	.699	1.000	.589	.617	.675
	self_leadership	-.199	.570	.589	1.000	.430	.604
	women_employment	-.245	.607	.617	.430	1.000	.759
	women_empowerment	-.214	.656	.675	.604	.759	1.000
a. **Determinant = .047**							

To check the data of the dataset in terms of factor identification, the KMO (Kaiser-Meyer-Olkin) Measure of Sampling Adequacy and Bartlett's Test of Sphericity were conducted. These tests examine whether the data are suitable for dimension reduction and factor extraction by testing the correlation among variables. The value of KMO was 0.844, so the sample size was adequate. An excellent KMO value is greater than 0.80 and implies that the dataset is appropriate for factor analysis and demonstrates substantial intercorrelations among the variables to allow meaningful factor extraction. Bartlett's Test of Sphericity has been conducted, and a Chi-Square value of 311.470 with 15 degrees of freedom and a minimum significance level (p-value) of 0.000. The large test value ($p < 0.05$) reflects the absence of an identity correlation matrix, so the empirical relationships between the variables are statistically significant. This result also supports the suitability to perform factor analysis because the dataset has embedded structures, and they can be detected successfully. Therefore, the high value of KMO (0.844), in combination with the significant result of Bartlett's Test ($p = 0.000$), confirms the

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appropriateness of the data for factor analysis. This suggests that the data structure is compatible with extracting latent factors to help inform the underlying constructs influencing women in working and being empowered in remote work. Based on these results, we suggest that the next step in the analysis should be the application of PCA or EFA to identify the latent dimensions of the relations among the analyzed variables. This statistical checking on the quality of the dataset thus adds rigor to the dataset itself and makes sure that all following analyses are likely to be sensitive and meaningful.

Table 6: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.844
Bartlett's Test of Sphericity	Approx. Chi-Square	311.470
	df	15
	Sig.	.000

Communality estimates the proportion of variance e in a variable that is accounted for by common factors in PCA, and larger values suggest a good relationship with factor structure. The commonality for family conflict was the lowest (0.150), indicating that this contrasts with the extracted factors and might be affected by other unobserved variables. On the other hand, work environment (0.719) and work independence (0.736) showed high communalities, suggesting their strong representation in the factor solution and their contribution to predicting women's work and empowerment outcomes in remote work settings. The commonalities of women's empowerment (0.773) and female employment (0.667) were also high, which implies the salience of these factors in the model. Although most of the variables had commonalities above 0.6 (work environment, remote work, autonomy, and empowerment), family conflict was an exception with a value smaller than that and was not fully relevant to the structure of the present sample. These findings highlight the importance of remote work in promoting independence and self-leadership as the primary determinants of women's engagement and empowerment. Finally, the PCA was successful at distinguishing latent constructs as all of them are commonly distinct. It underscores the fact that more work is needed to understand the impact of remote work on women's career progression.

Table 7: Communalities

	Initial	**Extraction**
family_confalict	1.000	.150
remote_work_environment	1.000	.719
work_independence	1.000	.736
self_leadership	1.000	.560
women_employment	1.000	.667
women_empowerment	1.000	.773
Extraction Method: Principal Component Analysis.		

The results of PCA are presented in a table called the Total Variance Explained table, which describes the proportion of variance that can be explained by the factors extracted from the data. The first factor accounts for 60.08% of the variance (the strongest pattern). This variable reflects the heart of the relationship between telework and female employment, with a good level of explanation. The second factor explains 14.91% of the variance , and the total sum is 74.99% and the third factor applies and adds 9.85%, resulting in 84.83%. The

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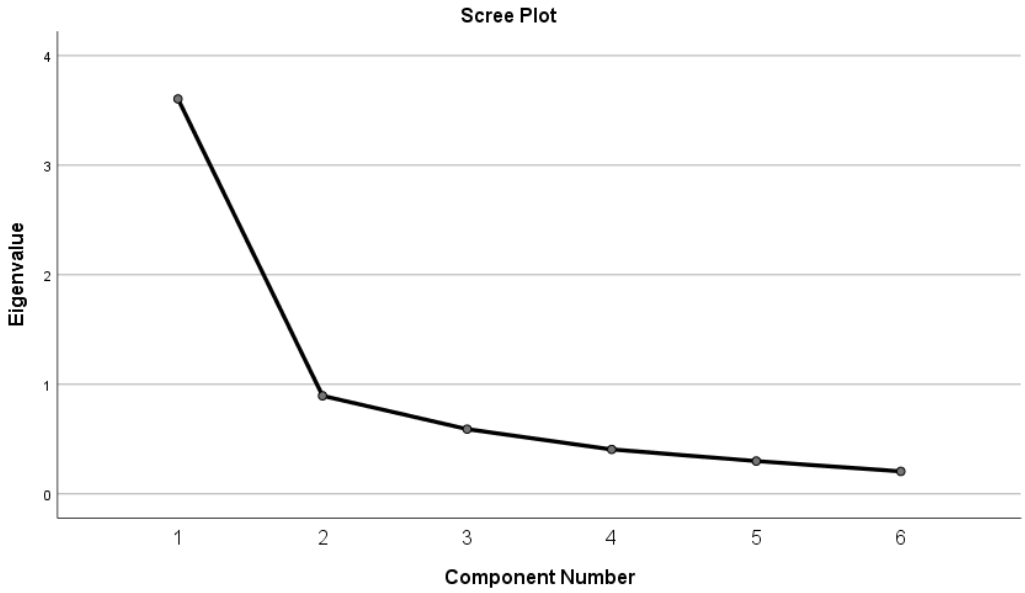
rest of the factors explain 15.17 % and have eigenvalues under 1.0; therefore, they are removed from the final solution according to the Kaiser criterion. The dominant first factor (60.08% variance) indicates a well-defined factor, possibly a signal of the influence of remote work on women's labor and empowerment.

Table 8: Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.605	60.078	60.078	3.605	60.078	60.078
2	.895	14.913	74.991			
3	.591	9.845	84.835			
4	.406	6.759	91.595			
5	.299	4.986	96.580			
6	.205	3.420	100.000			
Extraction Method: Principal Component Analysis.						



Reliability test results

An examination of the Case Processing Summary indicates that there were no missing or excluded cases and that all 106 cases of the sample were valid (100%). This completeness guarantees the consistency of the dataset in the sense that there should not be any bias, and no imputation is needed. The lack of exclusions increases the credibility of the results and facilitates statistical modeling, including factor extraction, correlation, and regression models. Given that all available data were included, we are confident that the results are representative of the study population, establishing the dataset for more sophisticated analyses, supporting the conclusions about changes in women's employment and empowerment due to home-based work.

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Table 9: Case Processing Summary

		N	%
Cases	Valid	106	100.0
	Excluded	0	.0
	Total	106	100.0
a. Listwise deletion based on all variables in the procedure.			

Table 10: Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.693	.750	6

The Item Statistics Table provides valuable information about participant perceptions of remote work, work autonomy, self-leadership, and women's empowerment. Family conflict had the lowest mean (2.34), which meant that there was an overall small amount of conflict, but also that there was a large amount of variation (SD = 1.21) between the patients. The Remote Work Environment (Mean = 4.06, SD = 0.89) received a regular response and was considered supporting and productive. The level of independence (M = 4.10, SD = 0.92) displayed fair agreement with some variability. The highest means, suggesting high autonomy, were found for Self-Leadership (Mean = 4.21, SD = 0.88), and there were consistent answers. Women's Employment (Mean = 3.65, SD = 0.94) was somewhat agreed upon, but with more variation in perceptions. Benefits to Women (Mean = 4.10, SD = 0.95) were strong but mixed. Overall, the respondents viewed remote work positively, indicating high ratings for the remote work environment, work independence, self-leadership, and empowerment. The lower average value of family conflict indicates a low level of family issues, while variation in women's employment and empowerment reflects individual differences and structural obstacles. While such results are encouraging because they indicate that remote work is a way to increase the independence and agency of women, they also create several questions for follow-up research.

Table 11: Item Statistics

	Mean	Std. Deviation	N
family_confalict	2.3396	1.21279	106
remote_work_environment	4.0629	.88744	106
work_independence	4.0975	.92464	106
self_leadership	4.2075	.87584	106
women_employment	3.6541	.94497	106
women_empowerment	4.0975	.95282	106

Regression test

Some of the most important performance indicators of the model are available in the model summary table. A strong positive relationship between the EVA and VC is shown by the R-value (0.835). If it's high, let's say

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closer to the higher end up 0.682 (68.2%), then it would mean that the model is explaining a lot of the variation observed in the dependent variable, and it fits the data well.

Table 12:Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.835[a]	.697	.682	.53745
a. Predictors: (Constant), women_employment, family_confalict, self_leadership, remote_work_environment, work_independence				

The ANOVA table tests the importance of the regression model, testing the influence of independent variables (women's empowerment, family conflict, self-leadership, remote work environment, and work independence) on the dependent variable (women's empowerment). The model is highly significant ($F = 46.004$; $p < 0.001$). Also, from ANOVA, it shows we obtained the Regression SS (66.441) and Residual (error) SS, and it reflects the entire variance with a higher value for regression of 13.288 than residuals (0.289), and it means the model explains the variance better in comparison with random error. This is a strong indication of the model's ability to predict the empowerment of women.

Table 13: ANOVA Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	66.441	5	13.288	46.004	.000[b]
	Residual	28.885	100	.289		
	Total	95.326	105			
a. Dependent Variable: women_empowerment						
b. Predictors: (Constant), women_employment, family_confalict, self_leadership, remote_work_environment, work_independence						

The Coefficient table gives an idea of how independent variables (family conflict, work from home, work autonomy, self-leadership, and women's employment) have an influence on the dependent variable (women's empowerment) based on results. The intercept ($B = -0.050$, $p = 0.887$) tells us that when there are no predictors, women's empowerment is not significant. Family conflict ($\beta = 0.030$, $p = 0.601$) has a trivial influence and is not statistically significant. A positive, non-significant effect is found for remote work environments ($\beta = 0.121$, $p = 0.154$). Work independence ($\beta = 0.151$, $p = 0.082$) has a moderate effect but is non-significant. Self-leadership ($\beta = 0.238$, $p = 0.001$) has a strong and significant relationship, suggesting the significant role played by self-leadership in women's empowerment. Women's employment ($\beta = 0.498$, $p = 0.000$) has the largest effect and is also significant. Employment and self-leadership are hence the main predictors of women's empowerment in the remote work context.

Table 14: Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.050	.347		-.143	.887

	family_confalict	.024	.045	.030	.525	.601
	remote_work_environment	.130	.090	.121	1.437	.154
	work_independence	.156	.089	.151	1.759	.082
	self_leadership	.259	.077	.238	3.365	.001
	women_employment	.502	.074	.498	6.745	.000
a. Dependent Variable: women_empowerment						

These statistical results provided strong evidence that women's empowerment and self-leadership are two drivers of improving remote work settings. The research findings recommend that self-leadership skills and professional development work for women's growth and empowerment (Allen et al., 2015).

CONCLUSION

This paper examines the experience of women post-pandemic when working from home brings with it enormous changes and challenges associated with digitalization. Based on the responses of 106 women of various ages, educational levels, and income brackets, the study provides insights into how remote work is affecting women's labor participation and autonomy. The results indicate that telecommuting adds to work opportunities when it comes to self-leadership, work freedom, and access to hardware. The associations between women's work and empowerment enhance economic development and decision-making ability. In contrast, self-leadership ($\beta = 0.238$, $p = 0.001$) and women's employment ($\beta = 0.498$, $p < 0.001$) emerge as significant predictors of women's professional growth within remote work contexts. Positive associations are found between the WFH and the WIW; however, explanatory power here remains weak and statistically insignificant. In contrast, family conflict has a negative correlation, suggesting that there remain socio-cultural problems that remote working possibly brings flexibility. While hybrid work is flexible, it can only help us overcome these challenges if we tackle digital equity and supportive organizational policies. This study brings to light the positive impact of working remotely for women, assuming they have the same technology and organizational, and gender equality opportunities. The advantages of remote jobs, however, are not spread evenly: women with greater education are the ones who benefit more from remote job opportunities, thus generating an empowerment inequality. The long-term impacts of remote work on women's career trajectories need to be investigated further in longitudinal data. Cross-national comparisons would shed additional light on how cultural and institutional mechanisms may condition the effect of remote work on gender equality.

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