

# **The Impact of Remote Work on Gender Equality in the Workplace: Opportunities and Challenges for Women's Career Advancement**

**Meenakshi M<sup>1</sup> and Dr Nagamani K N<sup>2</sup>**

Associate Professor, Department of Political Science, Government First Grade College, Hosakote, India <sup>1</sup>

Associate Professor, Department of Commerce, Government First Grade College, Bangara Tirupathi, India <sup>2</sup>

**Abstract:** *This paper provides a comprehensive examination of whether remote work enhances gender equality, particularly in career advancement. It outlines key patterns and outcomes that women experience in remote and hybrid settings, using recent research to highlight both benefits and systemic challenges. This research paper explores how the shift to remote and hybrid work models has influenced gender equality in the workplace, particularly concerning women's career progression. While remote work offers flexibility and new opportunities for work-life balance, it may also exacerbate existing gender disparities due to proximity bias, the double burden of unpaid labour, and traditional gender roles. Using both quantitative data and qualitative insights, this study examines the barriers and enablers for women's advancement in a remote work environment. The findings aim to guide policy development to ensure equitable career opportunities.*

**Keywords:** Remote work, Hybrid work models, Gender equality. Work-life balance, Proximity bias, Unpaid labour, Gender roles

