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SOCIAL MOBILITY AND ECONOMIC OPPORTUNITIES FOR WOMEN IN DEVELOPING SOCIETIES

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ABSTRACT

Social mobility and economic opportunities for women are essential components of inclusive development, gender equality, poverty reduction, and sustainable economic growth in developing societies. Despite significant improvements in educational access, technological development, and women's participation in the labour market, many women continue to experience structural barriers that restrict their ability to improve their socioeconomic status. These barriers include gender discrimination, unequal access to financial resources, limited employment opportunities, unpaid care responsibilities, restrictive social norms, inadequate vocational training, and insufficient representation in decision-making positions. Social mobility refers to the capacity of individuals to improve their social and economic position through education, employment, entrepreneurship, skills development, and access to resources. For women, this process is influenced not only by individual capabilities but also by institutional arrangements, family structures, cultural expectations, labour-market conditions, and government policies. Economic opportunities can provide women with independent income, greater bargaining power within households, improved living standards, and increased participation in community development. However, the availability of opportunities does not automatically guarantee meaningful social mobility because women's ability to benefit from them depends on the quality of employment, financial independence, workplace safety, social protection, and access to professional networks. This research examines the relationship between social mobility and economic opportunities for women in developing societies, focusing on the roles of education, employment, entrepreneurship, digital inclusion, financial access, and public policy.

KEYWORDS: *Social mobility, economic opportunities, women's empowerment, gender equality, developing societies, labour-market participation, financial inclusion, entrepreneurship, education, socioeconomic development.*

INTRODUCTION

Social mobility represents the process through which individuals or groups move from one socioeconomic position to another, improving their access to income, education, employment, social recognition, and decision-making opportunities. In developing societies, social mobility is particularly important because poverty, inequality, limited public services, and unequal resource distribution frequently restrict the ability of disadvantaged populations to improve their living conditions. Women experience these challenges in distinctive ways because economic disadvantage often intersects with gender-based discrimination, unequal household responsibilities, cultural expectations, and limited access to productive resources. Although women contribute substantially to household welfare, agricultural production, informal employment, entrepreneurship, education, and community development, their contributions are not always adequately compensated or socially recognised. In many settings, women perform unpaid domestic and care work alongside income-generating activities, leaving them with less time to pursue education, professional development, and better-paid employment. As a result, women's social mobility depends not only on their individual motivation and qualifications but also on whether social institutions provide fair access to economic opportunities. Understanding this relationship is essential for examining why economic development does not always translate into equal improvements in women's

socioeconomic positions. Harahap, A. M., Harahap, M. I. M., Efendi, R., Daulay, M. N., & Ahmad, M. H. (2024).FOUND THATEconomic opportunities are among the most important mechanisms through which women can achieve social mobility. Access to decent employment, professional training, entrepreneurship, and stable sources of income enables women to improve their material circumstances and strengthen their independence. Paid work can increase women's capacity to contribute to household expenses, support children's education, access healthcare, save money, and participate in financial decisions. Nevertheless, the relationship between employment and empowerment is complex. Women may enter the workforce but remain. Jansson, M., & Eduards, M. (2016). elaborated concentrated in low-paid, insecure, or informal occupations with limited opportunities for promotion. Khan, N., Shah, S. S. A., & Afridi, M. A. (2026). Employment may also increase their total workload when paid work is added to unpaid household responsibilities without a corresponding redistribution of care work. Consequently, the number of women participating in economic activities is not, by itself, a sufficient indicator of meaningful social mobility. The quality of employment, the level of remuneration, job security, social protection, opportunities for advancement, and control over personal earnings must also be considered. An effective understanding of women's economic advancement therefore requires attention to both access to employment and the conditions under which women work.

Education is a fundamental determinant of women's social mobility because it develops knowledge, confidence, professional competence, and the ability to participate in economic and civic institutions. Girls who obtain quality education generally have greater opportunities to pursue skilled occupations, vocational training, higher education, and entrepreneurial activities. Education can also improve women's awareness of employment rights Woodworth, E. (2023).revealed, financial services, healthcare, and public support programmes. However, educational attainment does not automatically produce equal economic outcomes. In developing societies, women with educational qualifications may encounter discriminatory recruitment practices, limited employment opportunities, inadequate transportation, workplace harassment, and family expectations that prioritise domestic responsibilities over professional advancement. Furthermore, differences in educational quality, digital access, language proficiency, and access to professional networks can create unequal opportunities among women themselves. Rural women, women from low-income households, women with disabilities, and women living in socially marginalised communities may face multiple barriers simultaneously. Therefore, education should be understood as an important foundation for social mobility, but its effectiveness depends on the availability of decent employment, supportive institutions, and equitable labour-market conditions. Almakky, R. (2023).found thatThe family and community environments in which women live also influence their economic opportunities and potential for social advancement. Family resources determine whether women can continue their education, obtain professional qualifications, relocate for employment, or establish businesses. Supportive family relationships can help women balance personal responsibilities with career development, while restrictive expectations may limit their participation in paid work or control over their earnings.

In many communities, social attitudes concerning women's mobility, public visibility, marriage, and occupational choices influence which opportunities are considered acceptable. These attitudes can affect access to transport, digital technology, financial services,

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professional networks, and leadership positions. At the same time, communities are not necessarily static or uniformly restrictive. Women's educational achievements, successful enterprises, professional careers, and participation in local decision-making can challenge traditional assumptions and encourage broader acceptance of women's economic independence. Social mobility is therefore both an individual and a collective process: women's progress can influence family aspirations, community attitudes, and opportunities available to younger generations.Women's entrepreneurship offers another important pathway to social mobility, especially in environments where formal employment is limited or inaccessible. Small enterprises, agricultural businesses, home-based production, retail activities, service provision, and digital businesses can enable women to generate income and develop professional skills. Entrepreneurship may also provide flexibility for women who face geographical restrictions or substantial care responsibilities. However, women's businesses frequently encounter barriers involving collateral requirements, access to affordable credit, property ownership, market information, business training, and connections with suppliers or customers. Women entrepreneurs may also have less time to expand their enterprises because of unequal domestic responsibilities. Informal businesses can provide immediate income but may remain vulnerable to economic shocks, limited legal protection, and restricted access to social security. Digital platforms create additional opportunities to reach customers and participate in wider markets, but these benefits depend on reliable internet access, digital literacy, cybersecurity, payment infrastructure, and the ability to use technology safely. Entrepreneurship can therefore support social mobility when women receive appropriate finance, training, mentorship, market access, and institutional protection.

Digitalisation and financial inclusion are increasingly important in shaping economic opportunities for women in developing societies. Mobile banking, digital payments, online education, remote employment, e-commerce, and digital marketing can reduce some geographical and institutional barriers to economic participation. Women who previously had limited access to formal markets may use online platforms to promote products, acquire customers, develop professional networks, and obtain information about business opportunities. Digital financial services may also help women receive wages, save money, and manage transactions more efficiently. Nevertheless, the digital divide remains a significant challenge. Women may have limited access to smartphones, affordable internet, digital identification, private access to devices, and the skills necessary to use online services. Digital harassment, financial fraud, privacy concerns, and discriminatory platform practices can further discourage participation. In addition, possessing a bank account does not necessarily mean that a woman controls the account or independently decides how its funds are used. Effective digital inclusion must therefore extend beyond technological access to encompass financial knowledge, independent control of resources, digital safety, consumer protection, and opportunities to translate connectivity into meaningful economic benefits.Government policies, labour-market institutions, and social protection systems play a decisive role in determining whether economic opportunities result in lasting social mobility. Public investment in education, vocational training, transport, childcare, healthcare, and digital infrastructure can reduce the practical barriers that prevent women from pursuing employment and entrepreneurship. Legal protections against discrimination, workplace harassment, and unequal remuneration are also necessary for establishing fair economic conditions.

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Furthermore, maternity protection, parental leave, affordable childcare, and social insurance can help women remain in employment during different stages of their lives. Policies that encourage women's participation in leadership and decision-making can address institutional inequalities and increase the visibility of women in traditionally male-dominated sectors. However, the effectiveness of these measures depends on implementation, enforcement, funding, public awareness, and accessibility for women in informal employment. Policies designed without considering differences in income, geography, disability, education, and household responsibilities may benefit relatively advantaged women while leaving the most marginalised behind. A comprehensive approach must therefore combine equal rights with practical support that enables women to use those rights.The relationship between social mobility and economic opportunities should also be examined across generations. When women obtain stable incomes and greater control over household resources, they may be better positioned to support children's nutrition, healthcare, education, and long-term development. Women's economic advancement can influence family expectations by demonstrating that girls and young women can pursue professional qualifications, manage enterprises, and participate in public life. These changes may contribute to the gradual transformation of gender norms and expand the range of opportunities available to future generations. Nevertheless, these outcomes are not automatic. Low-quality employment, unstable earnings, excessive workloads, and limited access to public services can prevent women from converting economic participation into improved wellbeing. Moreover, women's progress may be uneven where social inequalities intersect with rural isolation, poverty, ethnicity, disability, or other forms of disadvantage. It is therefore important to evaluate social mobility through a multidimensional perspective that considers income, occupational status, education, decision-making power, social recognition, and the ability to exercise meaningful choices. Examining these dimensions together provides a stronger foundation for understanding women's economic advancement in developing societies.

Despite increasing international attention to gender equality and inclusive development, important questions remain concerning the conditions that allow women to convert economic opportunities into sustainable social mobility. Economic growth may create new jobs and businesses without necessarily eliminating occupational segregation, unequal pay, unpaid care burdens, or barriers to leadership. Similarly, education and digital connectivity may expand women's capabilities while leaving institutional inequalities largely unchanged. The central issue is therefore not simply whether economic opportunities exist, but whether women can access them on equitable terms, benefit from them, and retain control over the resources they generate. This distinction is particularly relevant in developing societies where informal employment, limited social protection, and uneven public services can make women's economic advancement fragile. A meaningful analysis must consider the interaction between individual capabilities, household conditions, labour-market institutions, social norms, and public policies. Such an approach can identify not only the barriers women experience but also the mechanisms through which education, employment, entrepreneurship, and institutional reform can support long-term advancement.This study examines social mobility and economic opportunities for women in developing societies through a review of relevant academic literature and international development perspectives. It focuses on education, employment quality, entrepreneurship, digital and financial inclusion, household decision-making, social norms, and institutional support. Rather than treating women's economic empowerment as an isolated outcome, the study considers how different

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opportunities interact with the broader social environment to shape women's ability to improve their socioeconomic positions. It also recognises that developing societies are diverse and that the challenges faced by women vary across countries, communities, income groups, and occupational sectors. The purpose is to develop a broad understanding of the factors that facilitate or constrain women's mobility and to identify practical directions for policy and institutional improvement. By connecting economic participation with social inclusion, personal agency, and intergenerational development, the study highlights the importance of creating conditions in which women can move beyond survival-oriented economic activities towards secure, productive, and rewarding participation in society.

RESEARCH OBJECTIVE

1. To examine how education, employment, entrepreneurship, digital and financial inclusion, and institutional support influence women's social mobility and economic opportunities in developing societies, while identifying the structural barriers that restrict their socioeconomic advancement.

RESEARCH QUESTION

1. How do education, employment, entrepreneurship, digital and financial inclusion, and institutional policies influence social mobility and economic opportunities for women in developing societies?

LITERATURE REVIEW

Social mobility is an important concept for understanding how women improve their socioeconomic positions through education, employment, income generation, and participation in decision-making. Women's mobility should not be assessed exclusively through changes in household income because social advancement also includes professional recognition, financial independence, access to resources, and the ability to make personal decisions. In developing societies, women's opportunities are often shaped by unequal access to education, property, productive assets, and secure employment. These inequalities may persist across generations when women from disadvantaged households cannot obtain the resources required to improve their economic circumstances. The United Nations Department of Economic and Social Affairs and UN Women (2024) emphasise that progress towards gender equality remains uneven across the Sustainable Development Goals, highlighting the importance of stronger policies and investments. Edwards Jr, D. B., Caravaca, A., Rappeport, A., & Sperduti, V. R. (2024). Found that Their findings support the argument that women's socioeconomic advancement requires more than economic growth alone. It also depends on reducing institutional barriers and ensuring that development benefits reach women across different income groups. A social mobility perspective consequently directs attention to the pathways through which women move from economic insecurity towards stable livelihoods, greater social recognition, and improved life opportunities. It also encourages researchers to examine whether the benefits of economic participation reach women in rural areas, low-income households, and marginalised communities.Education is widely recognised as a major foundation for women's economic advancement because it expands professional knowledge, develops practical skills, and improves access to employment. Secondary education, higher

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education, vocational training, and digital literacy can help women qualify for skilled occupations and become more competitive in changing labour markets. Education may also improve confidence, awareness of legal rights, financial decision-making, and the ability to participate in community institutions. However, the relationship between educational attainment and social mobility is influenced by the availability of suitable employment and the quality of education. Women may complete university degrees but remain unemployed or underemployed because of discrimination, inadequate transport, restricted professional networks, and unequal household responsibilities.

The United Nations and UN Women (2023) identify gender equality as a cross-cutting development priority and stress the need for sustained investment in women's and girls' opportunities. This perspective suggests that education policy should be connected with vocational programmes, career counselling, internships, employment services, and entrepreneurship training. Educational institutions can also contribute by challenging gender stereotypes and encouraging women to enter fields such as science, technology, finance, engineering, and business management. Consequently, education is most effective as a mechanism of social mobility when qualifications can be converted into meaningful employment, improved earnings, and greater control over economic resources. Heldt, E. C., & Schmidtke, H. (2019). explaindsPaid employment can improve women's living standards, expand their social networks, and strengthen their bargaining power within households. Nevertheless, women's participation in the labour market does not necessarily indicate that equal economic opportunities have been achieved. Many women in developing societies are employed in informal, temporary, low-paid, or insecure occupations where access to written contracts, pensions, maternity protection, and other employment benefits may be limited. The International Labour Organization (ILO, 2024a) highlights the continuing importance of decent work, income security, and the challenges associated with informal employment. Informality is particularly relevant to women whose economic activities may remain unregistered or poorly compensated despite their contribution to household income and national production. Gender-based occupational segregation can also restrict women's movement into managerial, technical, and higher-paying positions. In addition, employers' assumptions about women's family responsibilities may influence recruitment, promotion, and professional development. Addressing these barriers requires effective equal-opportunity policies, transparent pay structures, workplace safety, accessible childcare, and social protection for workers across formal and informal sectors. The literature therefore suggests that employment contributes to social mobility most effectively when it offers decent wages, security, career progression, and opportunities for women to exercise control over the income they earn.

Entrepreneurship can provide women with an alternative pathway to economic advancement when formal employment is limited or incompatible with their circumstances. Through small enterprises, agricultural production, retail, professional services, and digital businesses, women can generate income, develop marketable skills, and create employment for others. Entrepreneurial activities may also strengthen women's confidence and participation in household and community decisions. However, women's enterprises often face challenges involving limited collateral, restricted ownership of property, high borrowing costs, insufficient business training, and limited access to profitable markets. These barriers can prevent promising businesses from growing beyond small-scale or subsistence activities. The

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United Nations (2024), in its Women's Economic Empowerment Strategy, presents women's economic agency, autonomy, and wellbeing as central components of economic empowerment. This perspective supports integrated approaches that combine affordable finance with mentorship, business development services, market connections, and legal protections. Financial inclusion should also be assessed in terms of women's ability to use and control financial resources, rather than merely their access to bank accounts or payment platforms. Entrepreneurship programmes are therefore more likely to support sustainable social mobility when they help women establish viable businesses, build assets, withstand financial shocks, and participate in formal economic networks.

Digital technologies have created additional opportunities for women's participation in employment, education, entrepreneurship, and financial services. Online marketplaces, remote work, digital payments, and virtual training can reduce geographical barriers and connect women with customers, employers, and professional networks beyond their immediate communities. These developments may be particularly valuable for women who face transport difficulties or live in areas with limited local employment. Nevertheless, digital participation depends on reliable connectivity, affordable devices, digital literacy, language skills, and safe access to online environments. Kaur, J. (2025). revealed Women who lack these resources may be excluded from the same opportunities that benefit more connected groups. Furthermore, access to technology does not automatically translate into higher earnings or greater independence if women cannot control their accounts, manage their business income, or access secure working conditions. The broader gender-equality agenda outlined by UN Women and the United Nations Department of Economic and Social Affairs (2024) reinforces the importance of addressing overlapping inequalities rather than relying on technological progress alone. Digital inclusion policies should therefore incorporate practical skills training, online safety, financial literacy, accessible payment systems, and protection against digital discrimination. When these measures are connected to wider employment and business opportunities, digital technologies can contribute to women's economic participation and long-term social mobility.Women's opportunities are also influenced by household responsibilities, cultural expectations, public infrastructure, and the availability of institutional support. Unpaid childcare, eldercare, cooking, cleaning, and other domestic activities can reduce the time women have available for education, employment, and entrepreneurship. Where affordable childcare and reliable transport are unavailable, women may be forced to choose between paid work and family responsibilities. Social expectations may further restrict occupational choices, financial independence, and mobility outside the home. The ILO (2024b) highlights the relationship between gender inequalities and employment conditions in the informal economy, Amir-ud-Din, R., Naz, L., & Ali, H. (2024). Elaborated on demonstrating why employment policy must consider both labour-market participation and the protection available to workers.

Government institutions can support women's advancement through affordable childcare, parental leave, social insurance, safe transportation, equal employment protections, and access to vocational education. Community organisations and employers can complement these measures through mentoring, flexible work arrangements, leadership development, and programmes that encourage a more equal distribution of care responsibilities. Policy implementation is equally important: formal legal rights may have limited practical value when women cannot afford legal assistance, lack awareness of available services, or work

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outside regulated employment systems. The literature consequently indicates that lasting social mobility requires changes in institutionalpractices and social expectations alongside improvements in women's individual skills and economic resources.The reviewed literature presents women's social mobility as a multidimensional process involving education, employment quality, entrepreneurship, financial resources, digital access, family circumstances, and institutional support. These factors are interconnected rather than independent. Education can improve employment prospects, but the resulting benefits may be restricted by discrimination or limited job availabilityfound that Bedasso, B., & Sandefur, J. (2024. Entrepreneurship can increase income, but business growth may remain constrained by financial exclusion and unpaid care responsibilities. Digital technology can widen access to markets, but its advantages depend on infrastructure, skills, and personal control over financial resources. International reports published in 2023 and 2024 provide valuable evidence concerning persistent gender inequalities, informal employment, and the need for integrated empowerment policies. However, broad international findings cannot fully explain the different circumstances of women across countries, communities, and socioeconomic groups. Further context-specific research is needed to investigate how these factors interact and which combinations of interventions produce sustained improvements in women's economic security and social status.

METHODOLOGY

This study adopts a qualitative, literature-based methodology to examine the relationship between social mobility and economic opportunities for women in developing societies. The research draws on academic literature, international development reports, labour-market publications, and policy documents relevant to gender equality, women's empowerment, education, employment, entrepreneurship, and financial inclusion. The literature review is organised around recurring themes, including educational attainment, labour-market participation, employment quality, entrepreneurial activity, digital access, unpaid care work, and institutional support. The study uses secondary sources to identify common explanations for women's socioeconomic advancement and to compare the challenges discussed across development contexts. Particular attention is given to the distinction between access to economic opportunities and the ability to convert these opportunities into lasting improvements in living standards, decision-making power, and social status. The methodology does not involve interviews, questionnaires, experiments, or the collection of new participant data. Instead, it develops a conceptual understanding of the research problem by synthesising existing evidence and identifying areas where further empirical investigation may be needed.A qualitative interpretive approach is used to understand how social, cultural, economic, and institutional conditions influence women's social mobility. This approach is appropriate because the research concerns not only measurable economic outcomes but also social expectations, access to resources, personal agency, and the structural inequalities that shape women's opportunities. The analysis considers how education, employment, entrepreneurship, and financial inclusion may facilitate socioeconomic advancement while examining the circumstances that prevent women from benefiting equally from these opportunities. Rather than assuming that one factor independently determines women's progress, the approach recognises the interaction between household responsibilities, labour-market conditions, public policies, and access to productive resources. It also acknowledges that women's experiences differ across developing societies and that findings from one

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national or regional context should not automatically be generalised to all others. The interpretive approach therefore supports a contextual understanding of the relationship between economic participation and social mobility.

RESEARCH DESIGN

The study follows a descriptive and thematic research design based on secondary-source analysis. Relevant literature is organised into major themes that correspond to the research question: education and skills development, employment and labour-market inequality, entrepreneurship and financial inclusion, digital opportunities, social norms and unpaid care work, and institutional policy support. Sources are considered for their relevance to women's economic opportunities, their publication credibility, and the extent to which they contribute to understanding social mobility in developing societies. Academic research and established institutional publications are prioritised over unsupported commentary. The design also incorporates comparison across themes to identify recurring barriers and potential enabling conditions. For example, the role of education is considered alongside labour-market demand, while entrepreneurship is examined in relation to finance, digital access, and household responsibilities. This structure allows the study to present a coherent synthesis of existing knowledge while identifying issues that require further research. As the study is based on secondary material, it is designed to generate analytical insights rather than claim direct evidence from a newly surveyed population.

DATA ANALYSIS

The study uses thematic analysis to organise and interpret information obtained from the selected literature. First, relevant sources are reviewed to identify statements and findings concerning women's social mobility, economic participation, and structural disadvantages. Second, recurring concepts are grouped into broader analytical categories, including human capital, employment quality, financial independence, digital inclusion, unpaid care work, social norms, and policy implementation. Third, relationships among these categories are examined to understand how different factors may reinforce or weaken one another. For instance, education may improve employability, but its impact can be limited by inadequate childcare, discrimination, or a shortage of suitable jobs. Similarly, access to credit may help women establish businesses, but sustainable growth may require market connections, business training, and control over earnings. The analysis compares converging and differing perspectives in the literature and considers the limitations of applying international findings to specific local contexts. The resulting themes provide the basis for the study's findings and recommendations. No statistical hypothesis testing or original quantitative analysis is claimed because the study does not collect primary numerical data.

FINDINGS

The reviewed literature indicates that education is a fundamental pathway through which women can improve their socioeconomic positions. Access to quality education and vocational training can strengthen women's professional capabilities, increase their employment prospects, and improve their understanding of financial and social rights. Education may also increase women's confidence and participation in household and

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community decisions. However, the benefits of education depend on whether women can access suitable employment and use their qualifications effectively. In societies where discrimination, limited job creation, and restrictive social expectations remain common, educational attainment may not lead to substantial economic advancement. The findings therefore suggest that educational opportunities should be connected with professional training, employment services, digital skills, and entrepreneurship programmes. Such an integrated approach can help women translate educational achievements into sustainable income and improved social status.The analysis suggests that women's participation in paid work is important but insufficient on its own to guarantee social mobility. Employment can improve household income and provide women with greater opportunities for independence. Nevertheless, low wages, insecure working conditions, occupational segregation, and limited access to social protection may restrict the long-term benefits of employment. The ILO's World Employment and Social Outlook: Trends 2024 highlights continuing labour-market challenges, including informality and unequal access to decent work. These concerns are particularly relevant where women undertake informal or unpaid work without adequate legal or financial protection. The findings indicate that employment programmes should prioritise decent wages, safe workplaces, fair recruitment, professional development, and opportunities for promotion. Women's economic advancement is more likely to be sustained when employment provides both financial security and the opportunity to develop long-term professional capabilities.Entrepreneurship emerges as an important means of expanding women's economic opportunities, particularly where formal employment is limited. Small businesses, agricultural enterprises, home-based production, and online services can help women generate income and develop independent economic identities..

CONCLUSION

Social mobility and economic opportunities for women are essential to inclusive development, gender equality, poverty reduction, and sustainable economic progress in developing societies. This study has examined the relationship between women's socioeconomic advancement and several interconnected factors, including education, employment, entrepreneurship, digital inclusion, financial access, social norms, and institutional support. The reviewed literature suggests that women are more likely to improve their social and economic positions when they have access to quality education, decent employment, productive resources, and opportunities to participate in decision-making. Nevertheless, economic participation does not automatically produce lasting empowerment. Women may continue to experience low wages, informal employment, limited career progression, unequal household responsibilities, and restricted control over financial resources. These challenges demonstrate that women's social mobility must be understood as a multidimensional process involving income, occupational opportunities, independence, social recognition, and the ability to make meaningful choices.Education remains a significant foundation for progress because it develops the skills and knowledge necessary for employment and entrepreneurship. However, education must be connected with suitable jobs, professional development, and inclusive economic institutions. Similarly, entrepreneurship can strengthen financial independence, but women require access to credit, business training, markets, and legal protection to build sustainable enterprises. Digital technologies offer additional opportunities, although their benefits depend on affordability, digital literacy, connectivity, and safety. These findings indicate that isolated interventions are unlikely to

overcome the multiple barriers that restrict women's advancement. Instead, coordinated policies should address the economic, social, and institutional conditions that determine whether women can benefit from available opportunities. The overall conclusion is that meaningful social mobility requires both the expansion of economic opportunities and the removal of barriers that prevent women from using those opportunities effectively.

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