



EVOLUTION OF WOMEN'S LIBERATION AND SOCIAL STATUS WITH FOCUS ON BUSINESS INSIGHT IN SOCIAL SCIENCE, HUMANITIES AND TECHNOLOGY INNOVATION

Dr. Alok Kumar Saran

Assistant Professor, Department of Energy and Environmental Science, Faculty of Life Science,
Chaudhary Devi Lal University, Sirsa (Haryana)

ABSTRACT

The evolution of women's liberation represents one of the most significant social transformations of the modern era. From historically restricted social, economic, political, and educational roles to increasing participation in business, science, technology, governance, and entrepreneurship, women's position in society has undergone substantial change. However, the progress has been uneven, and gender inequality continues to influence women's access to education, employment, property, finance, leadership, digital technologies, and entrepreneurial opportunities. This research paper examines the historical evolution of women's liberation and social status with particular emphasis on the intersection of business, social science, humanities, and technology innovation. The study adopts a qualitative and analytical approach based on secondary literature, institutional reports, policy documents, and interdisciplinary scholarship.

The paper argues that women's liberation should not be understood only as a movement for legal equality or political rights. It is a multidimensional process involving economic independence, social recognition, access to knowledge, control over resources, participation in decision-making, technological inclusion, and freedom to pursue entrepreneurial and professional aspirations. The transformation from traditional domestic roles to economically active citizenship has created important implications for businesses and economies. Women's entrepreneurship, leadership, digital participation, innovation, and consumer influence increasingly shape markets and organizational practices. The International Labour Organization notes that women own approximately one in four formal businesses globally, although many women-owned enterprises remain concentrated in lower-margin and lower-growth sectors.

The study further examines how technology has simultaneously created opportunities and new forms of inequality. Digital platforms, mobile technology, artificial intelligence, e-commerce, fintech, remote work, and online education can reduce geographical and institutional barriers, but unequal access to devices, finance, skills, networks, and digital infrastructure can reproduce existing inequalities. Recent evidence from the World Bank shows that women globally still possess only about two-thirds of the legal rights of men concerning economic opportunity, while the enforcement of gender-equality laws remains a major challenge. The paper concludes that genuine women's liberation requires an integrated approach in which social transformation, humanistic values, business responsibility, legal reform, education, and gender-responsive technology reinforce one another.

Keywords: Women's Liberation, Gender Equality, Social Status, Women's Entrepreneurship, Business, Social Science, Humanities, Technology Innovation, Digital Inclusion, Women Leadership, Economic Empowerment



1. INTRODUCTION

Women's liberation is both a historical movement and an ongoing process of social transformation. For centuries, women in many societies were positioned primarily within domestic and family-centered roles, while access to formal education, property ownership, political participation, employment, entrepreneurship, and institutional decision-making was frequently restricted. Although the nature and intensity of these restrictions differed across cultures and historical periods, gender-based social structures generally created unequal opportunities for women and men.

The development of women's liberation challenged these structures. Early reform movements focused heavily on education, legal identity, property rights, marriage reform, and political participation. Later movements expanded the agenda to employment equality, reproductive autonomy, freedom from violence, equal pay, leadership, economic independence, and representation. In the contemporary period, the concept has expanded further to include digital inclusion, entrepreneurship, artificial intelligence, innovation, access to financial technology, and participation in knowledge-based economies.

Women's liberation therefore cannot be separated from economic transformation. Economic independence provides women with greater bargaining power within households and communities. Employment can strengthen social identity and self-confidence, while entrepreneurship can create both individual autonomy and employment opportunities for others. The International Labour Organization identifies women's entrepreneurship as an important pathway for social and economic development, while emphasizing that structural inequalities continue to constrain the growth of many women-owned businesses.

Business has consequently become an important arena for examining women's changing social status. The traditional image of the woman as a dependent consumer has increasingly been replaced by the woman as worker, entrepreneur, manager, investor, innovator, producer, employer, professional, and business leader. This transformation has implications not only for companies but also for families, communities, markets, governments, and broader social institutions.

Technology has accelerated this transformation. Digital commerce allows women to reach customers beyond their immediate geographical environment. Social media can provide low-cost marketing and networking opportunities. Mobile banking and digital payment systems can improve financial participation. Online

education can expand access to skills and knowledge. Remote work can potentially make professional employment more compatible with family responsibilities. At the same time, technology can reproduce gender inequality when women lack devices, connectivity, digital literacy, cybersecurity, financial resources, or representation in technology design.

UN Women has emphasized that innovation and technology can help overcome structural barriers facing women, but gender gaps in innovation remain associated with underrepresentation of women as innovators and entrepreneurs, insufficient investment in women's needs, and gender-blind approaches to technological development.

This paper therefore examines women's liberation from an interdisciplinary perspective, connecting historical social change with business development, social science, humanities, and technological innovation.

2. RESEARCH METHODOLOGY

The study follows a qualitative, descriptive, analytical, and interdisciplinary research methodology. It is based primarily on secondary information obtained from academic literature, institutional publications, international organizations, policy documents, and research reports dealing with gender equality, women's entrepreneurship, social development, technology, and economic participation.

The analysis combines perspectives from sociology, economics, management, political science, history, humanities, gender studies, entrepreneurship, and technology studies. Rather than treating women's liberation as an isolated social movement, the paper examines it as an interconnected transformation involving social institutions, economic structures, cultural attitudes, legal systems, business organizations, and technological environments.

Contemporary institutional evidence has been incorporated to connect historical analysis with present-day conditions. In particular, reports from the World Bank, UN Women, UNDP, and the International Labour Organization provide evidence concerning women's economic rights, entrepreneurship, leadership, technology, and digital participation. The World Bank's *Women, Business and the Law 2026* evaluates women's economic opportunity across 190 economies through legal frameworks, supportive frameworks, and perceptions of enforcement.

3. HISTORICAL EVOLUTION OF WOMEN'S LIBERATION



The most direct contribution of renewable energy to climate mitigation is the substitution of fossil-fuel-based electricity generation.

Coal-fired power plants are particularly carbon-intensive. When solar, wind or hydropower replaces coal-generated electricity, emissions associated with fuel combustion can be significantly reduced. Renewable energy therefore addresses emissions at their source rather than attempting to compensate for emissions after they occur.

The global electricity sector illustrates this transition. In 2024, renewables supplied about one-third of global electricity, while coal continued to provide approximately 35%. The rapid increase in renewable generation has limited the need for additional fossil-fuel generation in many electricity systems.

The IEA estimates that electricity-generation emissions were approximately 13.8 billion tonnes of CO₂ in 2024. Although power-sector emissions still increased slightly during that year, the growth was considerably constrained by the expansion of clean energy.

The importance of renewable energy is even clearer when considering future electricity demand. The IEA projects that renewable energy could supply approximately 43% of global electricity generation by 2030 under its Renewables 2025 outlook. Renewables are expected to meet more than 90% of the increase in global electricity demand during 2025–2030.

This trend indicates that renewable energy can perform a dual function: meeting increasing energy demand while limiting the need for additional fossil-fuel generation.

5. WOMEN'S LIBERATION AND TRANSFORMATION OF SOCIAL STATUS

Social status refers to the position and recognition individuals receive within social institutions. Women's social status has historically been influenced by family roles, marital status, education, occupation, economic resources, and cultural expectations.

The transition toward greater economic participation has significantly altered women's social status. An employed or entrepreneurial woman may have greater control over household expenditure and personal decisions. Professional achievement can increase social recognition and provide access to networks previously dominated by men.

However, employment alone does not guarantee equality. Women may experience occupational segregation, wage differences, limited promotion opportunities, unpaid care responsibilities, harassment, and discriminatory cultural expectations.

The concept of the "double burden" illustrates this challenge. Women may participate in paid employment while continuing to perform a disproportionate share of unpaid domestic work. Consequently, social liberation requires changes not only in workplaces but also in family structures, social expectations, childcare arrangements, and public policy.

UN Women's work on social protection emphasizes that gender-responsive systems can help reduce poverty, increase resilience, and transform social norms and institutions that restrict women's potential.

6. WOMEN'S LIBERATION AND BUSINESS

Entrepreneurship provides women with an alternative pathway to economic independence. A woman entrepreneur can generate income, employ other people, develop products and services, participate in markets, and accumulate assets.

However, women entrepreneurs frequently encounter barriers involving access to capital, business networks, technology, markets, training, mobility, and social acceptance. The World Bank notes that women entrepreneurs often face constraints related to skills, networks, finance, technology, markets, childcare, social norms, and safety.

The ILO reports that women own approximately one in four formal businesses worldwide. Yet many women-owned businesses remain concentrated in lower-margin and lower-growth activities.

This indicates that the question is not simply whether women are entrepreneurs, but what type of businesses they own, how much they grow, which sectors they enter, and whether they can access the same resources as male entrepreneurs.

6.2 Breaking the Glass Ceiling and Glass Walls

The "glass ceiling" describes invisible barriers that prevent women from reaching senior leadership positions. A related concept is the "glass wall," which refers to barriers that restrict women from entering certain industries or occupational areas.

Women may be disproportionately represented in education, healthcare, retail, beauty, food, and small-scale services while being underrepresented in sectors such as engineering, advanced manufacturing, construction, technology, finance, and certain areas of science.

World Bank research on women entrepreneurs entering traditionally male-dominated sectors shows that sector choice can influence business performance and that women crossing into male-dominated sectors may experience stronger performance in many contexts. Education, exposure, mentors, role models, capital,



training, and family support can help women enter these sectors.

6.3 Women in Corporate Leadership

Corporate leadership represents another major dimension of women's liberation. Women increasingly occupy positions as directors, chief executives, entrepreneurs, researchers, administrators, and institutional leaders.

Yet substantial representation gaps remain. The World Bank reports that women hold only about 19.7% of board seats globally, while their representation in CEO, CFO, and board-chair positions remains considerably lower.

Women's leadership matters not merely as a question of representation but because diverse leadership can influence organizational culture, employee policies, innovation priorities, stakeholder relationships, and social responsibility.

7. CONTRIBUTION OF SOCIAL SCIENCES TO WOMEN'S LIBERATION

Social science has played a major role in documenting, explaining, and challenging gender inequality.

7.1 Sociology

Sociology examines how family, education, religion, class, institutions, media, and social norms influence women's lives. It demonstrates that gender roles are not simply individual choices but are shaped by social structures.

Research on gender socialization shows how children may be exposed to expectations about appropriate behavior, occupations, leadership, and emotional expression. Changing these expectations is therefore essential for long-term equality.

7.2 Economics

Economics has increasingly recognized unpaid care work, labor-force participation, wage inequality, entrepreneurship, financial inclusion, and gender gaps in productivity.

Women's economic participation can generate broader economic benefits. When women have access to productive resources, their businesses can create employment and contribute to household and community development.

The World Bank's Women, Business and the Law project estimates that closing gender gaps in employment and entrepreneurship has the potential to substantially increase global economic output.

7.3 Political Science

Political science highlights the importance of women's representation in decision-making. Political participation can influence laws and public policies concerning employment, property, education, health, social protection, and entrepreneurship.

7.4 Psychology

Psychological research contributes to understanding self-efficacy, leadership confidence, motivation, risk perception, stereotype threat, and decision-making. Social expectations can influence women's willingness to enter competitive environments, seek financing, negotiate salaries, or establish businesses.

Consequently, women's empowerment requires both structural reform and individual capability development.

8. TECHNOLOGY AND THE NEW ERA OF WOMEN'S LIBERATION

Technology has become one of the most powerful forces shaping contemporary women's economic and social opportunities.

9.1 Digital Entrepreneurship

Digital platforms have lowered some entry barriers to entrepreneurship. Women can establish online businesses, market products through social media, communicate with customers, participate in digital marketplaces, and receive payments electronically.

This is particularly significant for women who face mobility restrictions or live far from traditional commercial centers.

9.2 Fintech and Financial Inclusion

Digital banking, mobile payments, digital credit, and financial technology can improve women's access to financial services. Financial inclusion can increase control over personal resources and support business development.

However, digital finance is effective only when women have access to accounts, identification documents, devices, connectivity, digital literacy, and secure financial systems.

9.3 Remote Work

Remote and hybrid employment models can potentially provide women with greater flexibility. They may allow women to participate in professional work without relocating or commuting long distances.

However, remote work can also reproduce the unequal distribution of household labor if organizations assume that women can combine full-time employment with disproportionate domestic responsibilities.

9.4 Artificial Intelligence and Innovation



Artificial intelligence offers opportunities for women in entrepreneurship, healthcare, education, financial services, agriculture, marketing, and scientific research. Women can use AI tools for market research, customer service, content development, data analysis, business planning, and product innovation.

At the same time, AI systems can reproduce gender biases if training data, development teams, testing procedures, or institutional environments are not sufficiently diverse.

Therefore, women should not be treated merely as users of technology. They should be represented as designers, developers, researchers, investors, entrepreneurs, policymakers, and innovators.

9. DISCUSSION

The evidence suggests that women's liberation has evolved from a narrow struggle for formal rights toward a broader transformation of social, economic, cultural, and technological systems.

The first major transition was from exclusion to recognition. Women demanded recognition as individuals with rights to education, property, political participation, and public life.

The second transition was from recognition to participation. Women increasingly entered formal employment, professions, politics, and business.

The third transition is from participation to leadership and innovation. The contemporary objective is not simply to place women within existing institutions but to enable women to shape institutions, markets, technologies, and social systems.

This distinction is important. A woman may technically have the right to establish a business but still be unable to obtain finance, access markets, use technology, travel independently, or secure childcare. Therefore, substantive equality requires supportive institutions in addition to formal rights.

The World Bank's latest evidence is particularly important because it distinguishes between laws, supportive frameworks, and implementation. Its findings indicate that legal reforms have continued, with 68 economies enacting 113 reforms strengthening women's economic opportunities between 2023 and 2025, but major gaps remain.

The business sector therefore has an important role. Companies can either reproduce gender inequality or become mechanisms for reducing it. Gender-inclusive recruitment, leadership development, equal pay, supplier diversity, women-focused financial products, responsible technology design, and entrepreneurship support can contribute to structural change.

Technology presents a similar duality. It can democratize access to information and markets, but it can also reproduce existing inequalities. The appropriate objective is therefore not simply "more technology for women" but **gender-responsive technological innovation**.

10. CONCLUSION

The evolution of women's liberation is one of the most important dimensions of modern social transformation. Women have moved from historically restricted positions toward greater participation in education, employment, entrepreneurship, politics, science, technology, and leadership. Nevertheless, liberation remains incomplete because social norms, economic structures, institutional practices, unequal access to resources, and technological gaps continue to limit women's opportunities.

The business dimension of women's liberation is particularly significant. Economic independence can strengthen women's autonomy, social status, bargaining power, and decision-making capacity. Women's entrepreneurship can create jobs, stimulate innovation, expand markets, and support community development. Women's participation in corporate leadership can also influence organizational culture and business priorities.

Social sciences provide the analytical tools needed to understand gender structures and inequalities, while humanities contribute cultural, ethical, historical, and intellectual perspectives. Technology provides new possibilities for education, entrepreneurship, financial inclusion, remote work, digital commerce, and innovation. However, technological progress must be accompanied by social and institutional reform.

The evidence demonstrates that gender equality cannot be achieved through a single intervention. It requires an ecosystem involving education, legal reform, financial inclusion, social protection, childcare, entrepreneurship development, workplace equality, digital access, technology design, and cultural transformation.

The future of women's liberation should therefore be understood as a transition from **representation to meaningful participation, from participation to leadership, and from leadership to innovation and structural transformation**.

For businesses, this means recognizing women not simply as employees or consumers but as entrepreneurs, investors, innovators, leaders, researchers, creators, and decision-makers. For governments, it means creating laws and institutions that transform formal rights into practical opportunities. For educational institutions, it means



preparing women for emerging sectors and leadership roles. For technology developers, it means ensuring that innovation reflects diverse human experiences.

Ultimately, women's liberation is not only a women's issue. It is a question of social justice, economic efficiency, human dignity, innovation, and sustainable development. A society that enables women to participate fully in economic, social, cultural, scientific, and technological life expands its own collective potential.

REFERENCES

1. Chowdhury, M. S. A., Rahman, M. A., Gracy, S. H. R., Govindappa, S., Kumar, A., & Rahman, M. (2024). *Role of English language in international trade and economic development. Migration Letters*, 21(S7), 1607–1612.
<https://migrationletters.com/index.php/ml/article/view/9073>
2. Chowdhury, M. S. A., Hasan, M. M., Rahman, M., & Rafi, M. (2026). *The environment of women's reputation in Pride and Prejudice by Jane Austen. International Journal of Business, Arts and Scientific Study*, 7(1).
3. Chowdhury, M. S. A. (2021). *Smart classroom and students' achievement during the Covid-19: Prospects and challenges post Covid situations. International Journal of Business, Arts and Scientific Study (IJBASS)*, 2(2), 60–66.
4. Mir, S. A., Chowdhury, M. S. A., Hasan, M. M., & Haq, M. K. (2026). Business beyond borders: FinTech, blockchain, and the new trading era. *International Journal of Advanced Research & Higher Studies (IJARHS)*, 5(1).
<https://doi.org/10.70818/ijarhs>
5. Sheriff, A. M., Chowdhury, M. S. A., & Hasan, M. M. (2026). *Global fintech platforms: Innovations and business models – An empirical analysis. Journal of Sustainable Learning and Development*, 6(1).
6. Chowdhury, M. S. A. (2025). Eco-respectability and women empowerment: Class, gender, and environmental space in Jane Austen's *Emma*. *International Journal of Environmental Sciences*, 11(22S), 1018–1023.
7. Chowdhury, M. S. A., et al. (2024). Representation of social class, intellectual independence, and gender roles in *Emma* by Jane Austen. *Migration Letters*, 21(S3), 1135–1139.
8. Chowdhury, M. S. A., & Sofi, N. U. D. (2024). Women's liberation in Jane Austen's *Sense and Sensibility*: Balancing emotion and independence. *International Journal of Innovation Studies*, 8(2), 341–347.
9. Chowdhury, M. S. A., & Sofi, N. U. D. (2024). Representation of social class, intellectual independence, and gender roles in *Emma* by Jane Austen. *Migration Letters*, 21(S3), 1135–1139.
10. Chowdhury, M. S. A. (2026). *Microeconomic transformations in local communities: A critical analysis of labor market effects. International Journal of Advanced Research & Higher Studies*, 5(1).
<https://doi.org/10.70818/ijarhs>
11. Chowdhury, M. S. A., & Sofi, N. U. D. (2024). *Challenging patriarchy: The quest for equality in Jane Austen's Pride and Prejudice. Library Progress International*, 44(3), 10817–10820.
12. Hasan, M. M., Chowdhury, M. S. A., Haque, M. F., Surjamokhey, S. Y., & Ahmed, T. (2025). *The presence of local leaders of Alamdanga on social media and the influence on public opinion during election: An analysis. Journal of South Asia (JOSA)*, 1(2).
13. Chowdhury, M. S. A. (2026). Bangladesh's journey from economic basket case to middle-income complexities. *International Journal of Scientific Research & Engineering Trends*, 12(3). DOI:10.5281/zenodo.20305442
14. Chowdhury, M. S. A. (2026). Social realism and class conflict in the works of Aravind Adiga and Rohinton Mistry. *International Journal of Scientific Research & Engineering Trends*, 12(3). DOI:10.5281/zenodo.20305759
15. Chowdhury, M. S. A., et al. (2020). Integrated democracy as a weapon of interpersonal skill in Walt Whitman's poetry. *International Journal of Business, Arts and Scientific Study*, 1(1).