

# Pros and Cons of Remote Work in Digital Age

## 1. Introduction

**Thesis Statement:** There are certain pros and cons of Remote work. Pros include enhanced economy activity, enhanced democratic culture, better mental health, better environment and a more focused workplace. However, it has certain cons as well like unethical business practices, unfair competition and communication hindrance.

## 2. What is remote work - How it has become a major game changer in the work place

## 3. Pros of Remote work in the Digital Age

i - Increased economic activity

~ increase in productivity

ii - Has improved the democratic

culture ~ everyone is involved in sharing of ideas

iii - Reduced stress and anxiety

by providing a better work life balance

iv - Enhanced Onboarding programs ~



enhanced communication between  
recruiter and job seeker

v - Reduced the carbon <sup>foot</sup> print ~  
made environment better - A case  
study of effect of <sup>remote work on</sup> environment during  
Covid

vi - Maintaining a distance from  
office politics - created a more  
focused workplace

#### 4 Cons of remote Remote work in the Digital age

i - Soft skills are completely  
brushed under the carpet

ii - Unethical business practices  
- hiring people without evidence

iii - Unfair competition and  
intellectual property theft - false  
advertising

iv - Data centre uses a huge  
amount of electricity

v - Hindrance in communications  
different locations and time

Zones

vi - Disposal of computing infrastructure

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Day: \_\_\_\_\_

causes environmental problems

vii - Health and mental issues related

to over-use of technology

5 Conclusion



Imagine you and your brother work for different companies; your brother daily goes to a far-off place and in the evening he returns home with a lot of tiredness on his face, and on the other hand you simply sit in your couch and relax while doing your job. This is simply remote work; you are enjoying.

In this digital world, it is becoming common. It has certain advantages and disadvantages. The advantages include the enhanced productivity due to the economic activity, the improved democratic culture in which everyone share his ideas, better mental health due to the work-life balance, an enhanced communication between recruiter and job seeker, better environment and time saving, and also it offers a more focused workplace.

However, it has certain cons as well like the unfair competition



and intellectual theft, over-use of electricity, hindrance in communication and various environmental problems due to the disposal of infrastructure.

Over the past few years, Remote working has become a major game changer in the work place. Remote working basically included the work from any other place rather than going to office.

The place can be home, cafe shop, market or whatever you call. It gained momentum during the Covid pandemic due to the closure of on-site places. According to Work from home research report,

"In 2020 the average remote work was 5.8 days per month as compared to 2.9 before the pandemic". Then we all saw how it became a game changer for the world. It benefited all the people and still it is benefiting and world is adopting it pretty quickly.



In this Digital Age, Remote work gives certain advantages.

First, due to the remote work it has increased the productivity of the work along with the increased economic activity. As people are more focused when there is no distraction, they work in an efficient way and this increases the productivity. According to the Annual International workplace group survey, "Remote work increased productivity 20-25% ~~from the way~~ compared to the usual work". So this shows remote work significantly increases productivity and this productivity certainly contributes to economy.

Another advantage that Remote work gives is that it promotes a culture of democratic values. It vanishes the monopoly of ~~the~~ few speakers.



who in physical meetings always share their ideas. In a remote work virtual meetings are held and all the people share their ideas which promotes the culture of democracy. This sharing of ideas further enhances the quality and the productivity.

Moreover, Remote working also reduces stress and anxiety. Remote working provides a better work-life balance.

The employer working from home can spend time with his family easily and gives proper attention to his family. This reduces stress and anxiety.

According to United Kingdom work force survey, "Remote working reduces mental problems by about 35-40%." Mental health is crucial for every human being. If an individual



has better mental health, it can benefit both the employee and the company. As they say, "Health is Wealth."

This perfectly fits the condition that being healthy enhances the efficiency and productivity of entities in which a certain individual is involved.

Not only this, remote work has also enhanced communication between the recruiter and job seeker. Both find easy to communicate virtually rather than face-to-face communication. The recruiter or the job seeker might find it difficult to go to office for various reasons. As virtual meetings are easy and can be accessed in a quick-time, people are more focused on virtual meetings rather than physical ones.



According to the International  
work place group survey "83%  
of the employees consider giving  
their job interviews virtually".

The Remote  
work has also contributed to a  
better environment. When people  
work from home this reduces  
the carbon footprint. Carbon footprint  
is the total amount of carbon  
used by a single entity in a  
year. As going to office involves  
lots of transportation, the energy  
usage at office, the moving  
and walking of the employee  
for certain tasks involves a  
mechanism of greenhouse gases  
emissions, and when he will be  
working from home there will be  
less emissions of gases. This  
will aid in reducing the  
temperature of the earth  
who is already increasing  
day-by-day. Accord to



International Monetary Fund (IMF) the greenhouse gas reduced to around 11,500 million metric tonnes in 2020 as compared to 13,000 million metric tonnes in 2018. This was certainly due to the reason that during this time people worked from home.

Lastly, the Remote working also created a more focused environment because an individual is distracted at his work place mostly because of the office politics. Office politics involves the favouring, liking and disliking of certain individuals and this creates an environment of uncertainty.

In remote working an individual remains aloof from all of this politics and at home or at any other workplace, he can do his work with a more



Focused mind.

Despite ~~that~~ the fact that Remote working is beneficial in many aspects of work-life mechanism, it has certain disadvantages as well. First, due to the remote working the soft skills which are crucial for the enhancement of business, are completely bypassed under the carpet. Soft skills include the ethical and moral norms.

When people are more involved in working from home they are not able to use the soft skills in the real life. This can lead to serious consequences like escalation of conflict among the staff because they have not developed the soft skills which are necessary to resolve the conflicts.

Not only this, Remote working has also caused



severe problems for the labour  
According to United Kingdom  
Labour force report, UK  
might lose its 70% of  
labour force due to the remote  
working. These labours have  
not got those essential skills  
which are necessary for  
the remote work. As people  
are hiring more and more  
people with technical  
skills, the labour force  
is finding it hard to  
make their way in the  
spheres of life.

Moreover,  
remote work has also  
increased the unethical  
business practices. Fake  
advertising is common these  
days. Companies hire individuals  
who promote their products  
with fake advertisement.  
For example, Coca Cola hired



people to promote their product. The company advised these people that start a campaign by promoting the idea that obesity is caused by lack of exercise as opposed to what we consume.

To add to that unethical practices also involved hiring people without any evidence of his/her previous records. The companies hire remote workers without knowing their identity.

This can cause severe threats to the society and the security of the country. As it is becoming common these days, people who are remote workers are causing severe threats. For example in Pakistan, according to World Bank the cyber-security threats have increased to large extent, ranked 14 out of 18 states in Asia-Pacific region.



Not only in the security domain it also poses serious threats to the environment.

Remote working includes a lot of technological devices and when they are disposed or burnt they ~~pose~~ pose severe challenges to environment.

A lot of electricity is being used in the remote work place.

According to IMF 3% of total electricity is used at data centres.

So therefore the cost of electricity and we know electricity generation involves high emissions of CO<sub>2</sub> and other toxic gases.

Moreover, working in the front of latest devices can also cause severe health and mental problems like blurred vision, increase in heart-beat and vertigo.



In short, if we are to benefit from remote working, we need to maintain a balance between its advantages and disadvantages. There can be certain criterias for the proper utilization of remote working like keeping a check on the employee, collaborating more effectively and positively and adopting ethical business procedures. It can be a blessing or curse, depends upon how we use it as they say

"The bad news is time flies. The good news is you are the pilot".

Similarly, remote work is also like that if we manage it properly we can take advantages.