

Pros and Cons of Remote Work in Digital Age

FOCUS WRITING

38/100

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 ^{foot} print ~
made environment better ~ A case
study of effect of ^{remote work on} 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 ~~benefits~~ benefits the 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

the International Monetary Fund (IMF) ^{Green House} ~~Green~~ 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 ~~afraid~~ 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 ~~lacked~~ 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~~ 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 ~~the~~ 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. ~~The~~ 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 CO₂ 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.