**Final work 60 pts**

Topic: Remote work

Remote work is a form of work both as an employee and independently in which a significant part of the working time is carried out from a location other than the company office through the use of new information technologies and communication.

It is the work done remotely using ICTs to produce goods and services on their own or someone else's account and sell products and services to the world. The ICTs necessary for these tasks are mainly PC, Internet, cell phone, telephone and digital camera, among others. The Internet mainly encompasses web browsing and email. And, depending on the case, blogs, websites, translation software, instant messaging (chat) and IP telephony (voIP).

The International Labor Organization defines teleworking as a form of work that is carried out in a location far from a central office or production facilities, separating the worker from personal contact with work colleagues who are in that office and how new technology does This separation is possible by facilitating communication.

**Remote work classes or modalities**

Regarding teleworking, there are different modalities, which are given by various conditions. The most recurrent classification is based on the workplace: at home it is the most common and fastest growing situation, it tends to appear as more flexible working hours, combining it with face-to-face work; The second option is the rental of a position in a telecentre, which has all the necessary services; finally, in the itinerant type, employees carry out their work from any location using mobile devices and telematic means.

On the other hand, there is a second classification based on the connection established between the company and the worker during the working day. In this case the following types are given: interactive telework, also called online or in real time, where there is a direct connection between the worker's terminal and the company, which can control the activity carried out; the one-way, in which the connection is unidirectional, therefore the data reaches the company but direct control over the teleworker is not possible; and in the disconnected, in which there is no direct connection, the employee receives prior instructions, with which he will perform the assigned tasks, to finally send the data to the employer.

**Remote work description**

Many of the tasks that are carried out in an office do not require the presence of the worker in their position and can be carried out remotely using information and communication technologies (better known as ICTs). In this way, travel times are reduced and downtime without tasks to be carried out is reduced. It also raises a re-planning of work; from office hours to hours spent at work.

ICTs allow information to be processed for work. These can include the computer, the fax, the mobile phone, the Internet itself (email, chat, calls over IP and videoconferencing), etc.

Work can be performed in a home, in a coworking center, in a hotel, in a restaurant, on a bus, in a car, in an internet cafe or anywhere else. Teleworking is also an excellent option for people with some type of limitation who cannot physically transport themselves to their work area, 3 and for people who live in countries other than their work.

Today, teleworkers have access to databases, virtual meetings and information transfer, which allows them to make decisions in real time, maximizing their efficiency within production processes.

It is common for teleworkers to adopt the freelance work modality, where through different platforms such as Freelancer.com, Nubelo or Workana.com they find remote clients who are looking for their services.

Remote connection systems, communications improvements, the change in mentality of many companies that are beginning to see teleworking as a cost saving, as well as the perception that many employees have of this modality, are some of the factors that are promoting the advancement of this form of work.

**Teleworking with a gender perspective**

According to the European Institute for Gender Equality, the COVID-19 pandemic has demonstrated the potential that teleworking has in companies. However, it has also revealed conflicts to balance work and family life, especially in women with children between 0 and 5 years old. During telework days, mothers handle family interruptions more frequently than fathers. This overload can lead to decreased productivity and affect your career as well as salary progression.

Teleworking can entail risks related to work-life balance, co-responsibility and gender equality.The increase in the burden of care and domestic work, an imbalance in working hours and the deterioration of the health of women, due to the lack of rest, are some of the negative aspects of this type of work. For its part, UN Women, in its strategy to promote gender parity, highlights the need to strengthen flexible forms of work, such as teleworking.

**Instructions:**

**of the text remote work will make a PNI table with 10 PNI'S .**

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