

## **International Labour Organization (ILO) The Impact of International Remote Work**

Remote work or telework is defined by the International Labour Organization (ILO) as work that is carried out using information communication technology (ICT) outside the employer's grounds.<sup>12</sup> ICTs include smartphones, computers and tablets.<sup>3</sup> Remote work aims to increase efficiency while fostering a more accessible formal labour market. Remote work is not a novel phenomenon. In fact, it was first coined by Jack Niles in the United States in the mid-1970s to refer to telecommunicating.<sup>4</sup>

Remote work was scarcely used in most countries before 2020 with only 6-25% of the United States workforce engaging in remote work. However, this came to an abrupt change with the onset of the COVID-19 pandemic in early 2020, which prompted the implementation of mandatory remote work worldwide to combat the spread of the coronavirus.<sup>5</sup> Before 2020, remote work was not as common and was often limited to a few days a week for part-time online workers.<sup>6</sup> In other words, remote work was deemed a voluntary process organized by employees and their employers.<sup>7</sup> Conversely, remote work during the global pandemic became a mandatory, full-time phenomenon because it was part of the solution to deal with a global pandemic by reducing interpersonal contact. Despite this initially being a short-term solution, following the large-scale vaccination of adults in high income countries, many employees have sustained their remote work routine rather than returning to the office.<sup>8</sup> The development of modern technology has facilitated remote work allowing companies to benefit from this new globalized industry and use it to foster a more productive and efficient workplace.

### **Remote work accessibility**

It is important to note that remote work is limited to occupations that can be carried out online. Furthermore, its implementation depends on a country's level of development and if a profession is considered 'informal' or 'formal.'<sup>9</sup> Formal labour refers to jobs in which the hours are set, wages are regular, and one's position is secured.<sup>10</sup> Informal work refers to irregular working hours and wages.<sup>11</sup> Hence, 'informal' workers were unduly less likely to benefit from the chance to work remotely during the COVID-19 pandemic.<sup>12</sup> Similarly, workers whose tasks could not be completed outside their job, like cashiers, were unable to benefit from telework.

According to the World Bank Atlas method, low-income countries have a GNI per capita of below \$1045 in 2020.<sup>13</sup> Middle-income countries have a GNI per capita between \$1046 and \$4095, and upper-income countries have a GNI per capita between \$4096 and \$12,695.<sup>14</sup> Lastly, high-income countries have a GNI per capita above \$12,696.<sup>15</sup>

### **Overview of the International Labour Organization (ILO)**

The International Labour Organization (ILO) is a United Nations agency that aspires to instill economic and social equality through the promotion of international labour rights. The ILO was

founded in 1919 as a critical aspect of the Treaty of Versailles, the agreement that marked the end of World War I.<sup>16</sup> The ILO works alongside governments, employers and worker representatives of 187 member states to establish international labour rights, create and implement policies, and foster programmes that emphasize all individuals' work.<sup>17</sup> The ILO is involved with remote work because its goal is to improve working conditions to ensure equality, productivity, and success for workers. Therefore, the ILO has adopted various regulations that ensure international standards of remote work across the globe. Considering the increase in remote work and its potentially long-term implementation in numerous countries, it is crucial for the ILO to cultivate policies and legislations that warrant quality remote work.

### **Access to remote work in high-income vs. low-income countries**

Remote work affects workers in high-income countries differently than those in low-income countries. The type of job one has and their access to the internet are vital factors for remote work inequality. Since internet is highly accessible in high-income countries, the most important factor influencing remote work inequality is the profession itself rather than internet access.<sup>18</sup> Highly educated workers usually have high-skilled jobs that have flexible hours and can be carried out remotely.<sup>19</sup> Conversely, low-skilled jobs often do not have long-term contracts; therefore, these types of positions do not allow workers to work remotely. Thus, they often face discrimination with respect to remote working.<sup>20</sup> In developing countries, the internet is oftentimes inaccessible to a vast quantity of the population. This impedes remote work for a large proportion of the world due to lack of education, lack of resources, and financial difficulties for workers in geographically remote locations. This causes distributional inequality, particularly in middle-income countries, because high-income workers have access to internet while many low-income workers do not.<sup>21</sup> Access to internet is so important in these regions that a worker who is located in a geographically favourable and accessible location or who is educated may still face discrimination when it comes to working from home compared to employees in high-income countries. A study conducted through the World Bank examined the effects of health outcomes and education on the labor market specifically looking at the impacts of COVID-19 pandemic on labor markets worldwide. They found that in high-income countries, internet access is readily available, therefore the profession type is what will affect jobs and incomes. In developing countries however, internet access is unequal across income groups and education and geographic factors were found to be of significant importance. Furthermore, access to remote work strongly depends on information and communications technology (ICT).

Although informal work is present in high- and low-income countries, it is predominantly prevalent in lower-income countries.<sup>22</sup> For example, informal work accounted for roughly 40% of the GDP in Sub-Saharan Africa, Central Asia, Latin America and the Caribbean from 2010 to 2016.<sup>23</sup> According to the World Bank, self-employed individuals account for 50-60% of workers in Sub-Saharan Africa, South and East Asia and the Pacific.<sup>24</sup> Furthermore, many nations do not have established social security safety nets. Notably, in one third of the Emerging Market and Developing Economies (EMDEs), unemployment benefits are only available to under 2.5% of the

population. EMDEs represent economies of developing nations that are becoming increasingly engaged with global markets and often possess most of the characteristics of a developed market. EMDE nations are often developing countries and possess informal labor, which has been negatively affected by the onset of remote work. In addition, informal workers often have very little access to technology and many informal types of employment, such as manual labour, and do not require technology.

Moreover, there are differences in the labour market that cause gaps between developed and developing countries. According to the International Telecommunication Union, internet access ranges from below 5% in Guinea-Bissau, Eritrea and Somalia up to over 95% in the Republic of Korea, Norway, Bahrain, Kuwait and a dozen other countries.<sup>25</sup> Thus, lack of access to sufficient networks impedes remote work for workers in developing countries. Globalization, which has been occurring over the past few decades, has enhanced communication worldwide especially in the corporate world. Globalization thus accentuates the inequalities between workers based on internet access whereby a worker in a developing country with poor internet access suffers severe disadvantages compared to a worker in a high-income country with efficient internet access. As a result of globalization, the global economy has shifted to favor the outsourcing of skills from different countries. In other words, under globalization, workers are no longer restricted to companies in their geographical proximity.

Low- and middle-income countries such as South Africa also present large salary disparities compared to workers in high-income countries like the US. Low and middle-income countries offer multinational companies a strong English-speaking workforce. However, the salaries equate to about half that of workers in the same profession working in high income countries. For example, the average salary of a software engineer in South Africa is close to \$25,000 while in the US, it is on average \$85,000.<sup>26</sup>

Individuals who are unable to work from home are more likely to fall prey to hours and pay cutbacks, temporary absences, and even permanent discharges.<sup>27</sup> In general, young workers, women, and part-time workers are at greater risk of teleworking inequality. Young workers and workers without university degrees are less likely to telework and these groups were amongst the most negatively affected during lockdowns throughout the COVID-19 pandemic.<sup>28</sup> Additionally, women are disproportionately concentrated in negatively affected sectors including services especially food and accommodation, which were severely affected by the pandemic.<sup>29</sup> Lastly, part-time workers are at risk of being dismissed because they are the first to be let go of when the economy is suffering.<sup>30</sup> These groups are drastically more impacted in developing countries because of the lack of internet access. This has calamitous economic consequences on low-income countries because it creates a cycle where those with access to internet and higher education are drastically advantaged and easily able to adapt to dramatic economic shifts and certain hardships, which is often very difficult for people living in low-income countries.

## **The effects of the COVID-19 pandemic**

Existing inequalities between workers have been exacerbated by the COVID-19 pandemic. Individuals with restricted means and protection, like workers in informal employment or working multiple jobs at once, have been “the least able to face the consequences of the crisis.”<sup>31</sup> In particular, women tend to lose their jobs and income more often. For example, the rising burden of unpaid care triggered by the COVID-19 pandemic has negatively affected women because they are usually the ones expected to care for sick people. This demonstrates how natural disasters and health emergencies can hinder the efforts made by the G20 countries to combat gender inequality. Furthermore, the shutting down of entry-level jobs and internships have made it significantly more difficult for young individuals to enter the labour market.<sup>32</sup> Notably, high and consistent youth unemployment and underemployment following the global financial crisis brought upon by the pandemic illustrated that when young workers have been disconnected from the labour market, it is exceedingly difficult to re-connect them with good jobs because of the long-lasting effects of the crisis.<sup>33</sup> The majority of the jobs lost throughout the course of the pandemic have been in industries with low wages with a 5.3% decrease in low-paying industries compared to 0.8% loss in high wage industries in the US according to the Labor Department employment data.

## **Benefits and Drawbacks to Remote Work**

There are many benefits to telework such as time savings, productivity, flexibility, balancing family and work, cost savings and workplace equality. Remote work saves time because it eliminates commuting to the office.<sup>34</sup> Workers and employers state that they are more productive in remote environments and because of this newfound time, workers are more focused and have more time for personal leisure activities like exercise. Since schedules are more flexible when working remotely, attendance at work has increased due to facilitated accessibility and workers are no longer bound by travel plans.<sup>35</sup> For example, large corporations with offices worldwide are able to communicate more efficiently without the need for meetings. Despite claims that remote work is challenged by children at home, workers have more time to balance their work and family. For example, workers can do housework during breaks, giving them more time to spend with family after work. Telework also reduces financial costs for employers and workers. Employers no longer have to spend money on business travel and employees are no longer required to commute to work.<sup>36</sup> Lastly, this overlooks the hierarchical aspects in the workplace because virtual meetings have no privileged seating or overemphasized physical presence, thus fostering equality.<sup>37</sup> Overall, telecommuting has been shown to upturn job satisfaction, presentation and commitment to the company.<sup>38</sup>

Remote work offers the novel opportunity to outsource jobs internationally. Global outsourcing can help in the reduction of costs due to the difference on salaries and taxes all over the world. Staff shortages can be overcome in certain fields, such as highly trained software engineers, who contribute to a company through remote work. Microsoft, Facebook, Google and Twitter are all tech giants that outsource remote work.<sup>39</sup> In North America, there is a software engineer shortage

despite the millions of trained engineers in other countries.<sup>40</sup> By incorporating remote work, these shortages can be diminished. Furthermore, outsourcing work internationally allows for a more diverse company with novel ideas and perspectives which promotes a productive work environment.<sup>41</sup> By incorporating different experiences and insights on issues and customer preferences, outsourcing remote work can foster efficiency and creativity in the workplace.<sup>42</sup>

Remote work can present certain negative aspects. First, trust is more difficultly established virtually and there are less opportunities for intrapersonal coworker interactions as there would be at an office.<sup>43</sup> Further negative influences include social and professional isolation, less opportunities for information distribution and an obscuring of boundaries between work and personal life.<sup>44</sup> The blurring between work and personal life is a significant issue because when working from home it can be difficult to separate both environments. Though personal duties bleeding into work time can be seen as a benefit, there is no true distinction between both worlds, therefore, workers never truly ‘disconnect.’<sup>45</sup> This can have significant psychological and physical impacts particularly in the realm of mental health. Likewise, remote work can cause excessive stress when workers are constantly pressured to deal with work and family obligations at the same time.<sup>46</sup> Another detrimental psychological effect is the sense of social isolation that telework generates.<sup>47</sup> This increases the risk of mental health issues like depression, anxiety, and substance abuse. Furthermore, outsourcing can have some negative effects on countries that rely on external sources for certain jobs, as they can leave their own workers with less employment opportunities.

## **Proposed Solutions**

Preceding the COVID-19 pandemic, the regulatory action on remote work was finite and mostly came from individual corporations. The recent rise of telework shined light on the significant issues that can occur, and has prompted novel rules and regulations to ensure efficient environment for employers and workers.<sup>48</sup> With the growth of remote work, regulatory action measures must increase to ensure sustainable and efficient remote workplaces. Because remote work is such a novel concept that became omnipresent during 2020, there are currently no clear international labour standards for the rights of workers and employers in terms of remote work.<sup>49</sup> Specifically, the ILO’s Occupational Safety and Health Convention, 1981 (No. 155) and the ILO Occupational Safety and Health Recommendation, 1981 (No. 164) address the right for workers to request remote work when the workplace poses a threat to the worker’s health. Another example is the ILO Hours of Work (Commerce and Offices (No. 30), which refers to the highest number of hours in offices for workers.<sup>50</sup> However, this only includes telework as an extension to the workspace, not as a replacement for in-person employment. Additionally, the ILO Code of Practice on the Protection of Workers’ Personal Data ensures the safeguarding of teleworkers’ security by guaranteeing the protection of their private information.<sup>51</sup>

Policies that safeguard productive work irrespective of where work is performed are a significant concern for the ILO. The ILO implemented the Home Work Convention, 1996 (No. 177), which fights for equality of treatment between homeworkers and other workers.<sup>52</sup> Home work was outlined as work performed by an individual within their home.<sup>53</sup> Notably, this solely includes workers who work remotely full-time.<sup>54</sup> Since remote work during the pandemic was viewed as a short-term solution in most countries, these workers would be covered by this policy.

Furthermore, remote workers are compelled to constantly be connected to their work. This has dire consequences such as longer working hours and trouble balancing personal life and work.<sup>55</sup> Workers may also face physical complications from being relentlessly deskbound.<sup>56</sup> This triggered a demand for the ‘right to disconnect’ on behalf of employees: a worker’s right to be inactive from work duties during non-work hours.<sup>57</sup> Many countries have begun to implement policies on the right to disconnect. For example, in Belgium, the right to disconnect is promoted in Articles 15 to 17 of the “Act regarding the strengthening of economic growth and social cohesion.”<sup>58</sup> This article guarantees rest periods and work life balance whilst ensuring that annual holidays and days off are respected.<sup>59</sup> Though the ILO has deemed the right to disconnect an urgent matter, it is scarcely discussed with regards to the implementation of international labour standards.

To conclude, remote work produces different consequences for workers depending on the socio-economic level of the country such as a high- or low-income economy. Highly educated workers tend to have high-skilled jobs which can easily be made remote. Conversely, low-skilled jobs and informal labour are harder to shift to remote work. Since informal work is more common in low-income countries, they are most vulnerable to the negative impacts of remote work. Moreover, there are differences in the labour market that can cause wedges between developed and developing countries. This includes some jobs being able to be done online in one country and not another. Workers who cannot work from home are victims of lower pay, hour cutbacks, and even job losses. With the emergence of the COVID-19 pandemic, existing inequalities, particularly for women and youth, have widened.

As previously mentioned, there are several benefits to remote work such as increased productivity, schedule flexibility, cost reductions and the ability to balance work and family responsibilities. Likewise, remote work allows for the outsourcing of high-skilled workers because it does not confine them to close geographic proximities. However, remote work reduces opportunities for intrapersonal coworker interactions and triggers social isolation. Remote work is becoming more prevalent in the global labor market and will most likely continue to grow over the coming years with the advance of technology and decreased costs associated with outsourcing work.

### Questions to consider

1. What policies has your country enacted to protect labourers? Do they address remote work? If so, how?

2. Which countries on this committee have similar views as your own concerning the impact of international remote work?
3. Is your country positively or negatively affected by the increase of remote work during the pandemic?
4. What international solutions can the ILO implement to ameliorate the situation of remote workers?
5. How has the COVID-19 pandemic affected the job market in your country? What are some of the positive and negative impacts?

### Useful Delegate Resources

[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/genericdocument/wcms\\_141336.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/genericdocument/wcms_141336.pdf)

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<sup>1</sup>[https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/--sro-budapest/documents/genericdocument/wcms\\_753334.pdf](https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/--sro-budapest/documents/genericdocument/wcms_753334.pdf)

<sup>2</sup>[https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/--sro-budapest/documents/genericdocument/wcms\\_753334.pdf](https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/--sro-budapest/documents/genericdocument/wcms_753334.pdf)

<sup>3</sup>[https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---travail/documents/instructionalmaterial/wcms\\_751232.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/instructionalmaterial/wcms_751232.pdf)

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<sup>99</sup>[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg\\_p/documents/publication/wcms\\_791858.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_791858.pdf)

<sup>10</sup><https://www.sociologygroup.com/formal-informal-sector-differences/>

<sup>11</sup><https://www.sociologygroup.com/formal-informal-sector-differences/>

<sup>12</sup>[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg\\_p/documents/publication/wcms\\_791858.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_791858.pdf)

<sup>13</sup><https://datahelpdesk.worldbank.org/knowledgebase/articles/906519-world-bank-country-and-lending-groups>

<sup>14</sup><https://datahelpdesk.worldbank.org/knowledgebase/articles/906519-world-bank-country-and-lending-groups>

<sup>15</sup><https://datahelpdesk.worldbank.org/knowledgebase/articles/906519-world-bank-country-and-lending-groups>

<sup>16</sup><https://www.ilo.org/global/about-the-ilo/history/lang--en/index.htm>

<sup>17</sup><https://www.ilo.org/global/about-the-ilo/mission-and-objectives/lang--en/index.htm>

<sup>18</sup><https://www.worldbank.org/en/news/feature/2020/10/22/who-on-earth-can-work-from-home-a-global-comparison-sheds-light-on-the-importance-of-ict-infrastructure>

<sup>19</sup><https://www.worldbank.org/en/news/feature/2020/10/22/who-on-earth-can-work-from-home-a-global-comparison-sheds-light-on-the-importance-of-ict-infrastructure>

<sup>20</sup><https://www.worldbank.org/en/news/feature/2020/10/22/who-on-earth-can-work-from-home-a-global-comparison-sheds-light-on-the-importance-of-ict-infrastructure>

<sup>21</sup><https://www.worldbank.org/en/news/feature/2020/10/22/who-on-earth-can-work-from-home-a-global-comparison-sheds-light-on-the-importance-of-ict-infrastructure>

<sup>22</sup><https://www.weforum.org/agenda/2020/07/coronavirus-impact-informal-workers-world-bank/>

<sup>23</sup>[in Sub-Saharan Africa, Europe, Central Asia, Latin America and the Caribbean.](#)

<sup>24</sup>[in Sub-Saharan Africa, Europe, Central Asia, Latin America and the Caribbean.](#)

<sup>25</sup>[https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---travail/documents/briefingnote/wcms\\_743447.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/briefingnote/wcms_743447.pdf)

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<sup>28</sup> <https://www.weforum.org/agenda/2020/07/remote-teleworking-covid19-social-distancing>

<sup>29</sup> <https://www.weforum.org/agenda/2020/07/remote-teleworking-covid19-social-distancing>

<sup>30</sup> <https://www.weforum.org/agenda/2020/07/remote-teleworking-covid19-social-distancing>

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<sup>35</sup> <https://www.billgeorge.org/articles/the-pros-and-cons-of-working-remotely/>

<sup>36</sup> <https://www.billgeorge.org/articles/the-pros-and-cons-of-working-remotely/>

<sup>37</sup> <https://www.billgeorge.org/articles/the-pros-and-cons-of-working-remotely/>

<sup>38</sup> <https://www.apa.org/monitor/2019/10/cover-remote-work>

<sup>39</sup> <https://www.linkedin.com/pulse/remote-work-opening-door-global-outsourcing-shahed-islam>

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<sup>41</sup><https://www.linkedin.com/pulse/remote-work-opening-door-global-outsourcing-shahed-islam>

<sup>42</sup><https://www.linkedin.com/pulse/remote-work-opening-door-global-outsourcing-shahed-islam>

<sup>43</sup> <https://www.billgeorge.org/articles/the-pros-and-cons-of-working-remotely/>

<sup>44</sup> <https://www.apa.org/monitor/2019/10/cover-remote-work>

<sup>45</sup> <https://www.apa.org/monitor/2019/10/cover-remote-work>

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<sup>46</sup>[https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---safework/documents/publication/wcms\\_742061.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/publication/wcms_742061.pdf)

<sup>47</sup>[https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---safework/documents/publication/wcms\\_742061.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/publication/wcms_742061.pdf)

<sup>48</sup>[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg\\_p/documents/publication/wcms\\_791858.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_791858.pdf)

<sup>49</sup>[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg\\_p/documents/publication/wcms\\_791858.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_791858.pdf)

<sup>50</sup>[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg\\_p/documents/publication/wcms\\_791858.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_791858.pdf)

<sup>51</sup>[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg\\_p/documents/publication/wcms\\_791858.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_791858.pdf)

<sup>52</sup>[https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---travail/documents/briefingnote/wcms\\_743447.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/briefingnote/wcms_743447.pdf)

<sup>53</sup>[https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---travail/documents/briefingnote/wcms\\_743447.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/briefingnote/wcms_743447.pdf)

<sup>54</sup>[https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---travail/documents/briefingnote/wcms\\_743447.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/briefingnote/wcms_743447.pdf)

<sup>55</sup>[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg\\_p/documents/publication/wcms\\_791858.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_791858.pdf)

<sup>56</sup>[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg\\_p/documents/publication/wcms\\_791858.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_791858.pdf)

<sup>57</sup>[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg\\_p/documents/publication/wcms\\_791858.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_791858.pdf)

<sup>58</sup> [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg\\_p/documents/publication/wcms\\_791858.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_791858.pdf)

<sup>59</sup>[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg\\_p/documents/publication/wcms\\_791858.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_791858.pdf)