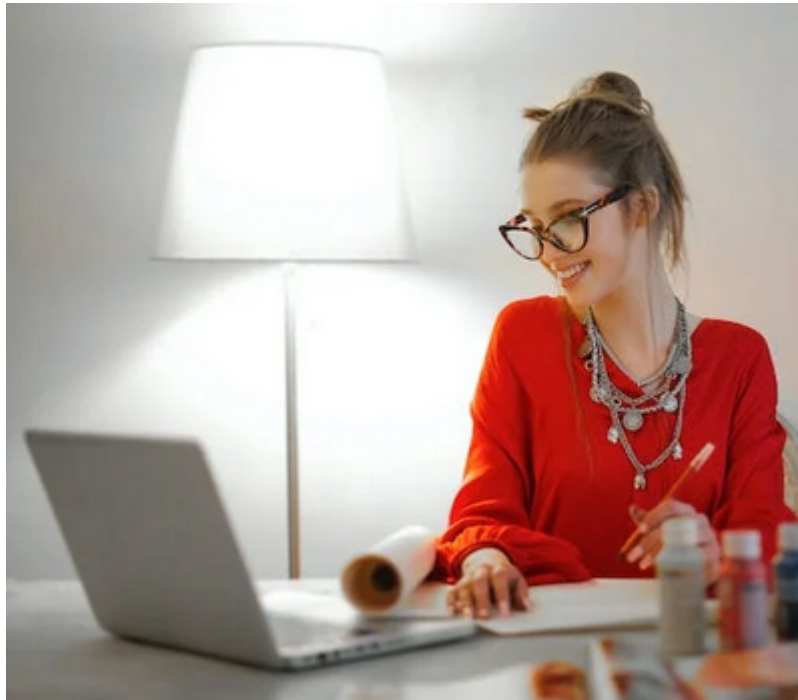


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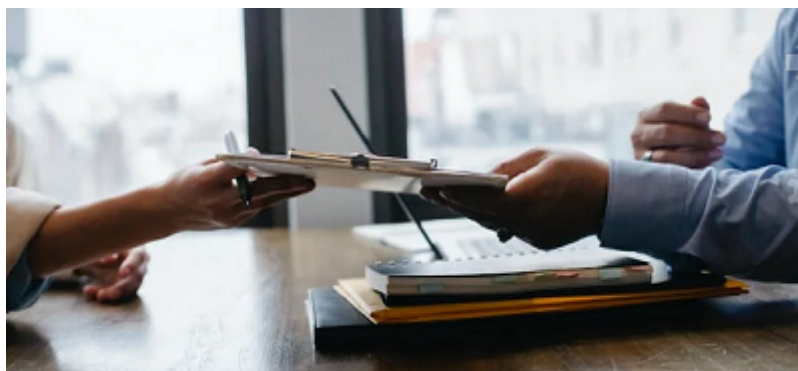
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## Remote work



The likelihood of women advancing their careers, while working remotely, essentially depends on the attitude of the employer. While some organizations may view remote workers as an asset, there are companies that view remote workers as a liability; the skeptical are surprised, as they learn about more women working in critical positions; particularly mothers of younger children.



It is a cautious response for the conservative employer. Prior to the pandemic, office work was considered to be the norm. Attempts to balance work and child care could create the perception that the employee was not serious about their work. There are concerns that remote workers are unable to balance their work life and child care responsibilities! But that isn't happening!

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What is actually happening? Something clearly unexpected! Who knew that mothers and fathers would use the flexibility of remote work, as a means of covering gaps in child care? Who knew that some remote workers were more efficient than office workers? The remote worker is concerned that their location may result in being overlooked for a career advancement opportunity.



Is proximity an advantage? Do employers believe that remote workers are unmotivated? What are the motives for these beliefs? Perhaps the critics are invested in office real estate. Economic interests may be one of the reasons.

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Nevertheless, credible research has concluded that remote work may make some people much more productive especially without the downtime of a daily commute. Organizations can devise methods that successfully support the diversity of staff; transcending traditional recruitment methods with respect to gender, location (office workers versus remote workers) and other factors.



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