



Realization of economic justice through teleworking

Mehdi Safdari^{1*}, Alireza Arab bafrani², Afsaneh Bagheri Ghomi³

¹Associate Professor, Faculty of Economics, University of Qom, Iran.

²M.S. Student in Business Management, Farabi College, University of Tehran, Iran

³M.S. Student in Business Management, Farabi College, University of Tehran, Iran

*Corresponding Author, E-mail: MehdiSafdari@Gmail.com

ABSTRACT

Original Article:

The economy of any country is unique to its own ideology, studying economic conditions and management/work arrangement are not separated. Hence, in devising a model, it is necessary to respect work style changes that impact on work distribution among potential people. Automating the works and performance whole or partly by teleworking can have impact on increasing digital economic power. likewise, teleworking can be along with removing time and place barriers, using rural workforce, women with small children, disabled persons, part time forces and so on which would employ higher forces and would reduce unemployment rate. Despite of its costs, in the case that teleworking is executed properly; it would cause a big economic revolution due to its resilience and compensating its costs. In present study, the impact of teleworking on economic justice will be discussed. it can be said that teleworking increase competitive potency and reduce unemployment rate as, as a result, would establish economic justice.

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1. Introduction

Modern world and information and communication technologies have introduced new work arrangement recognized as teleworking. It is no more meaningful to work in the scope of time and place and in the condition that there is hyper competition and numerous demanding workforce, a new work style is introduced that can lead into more employed people. In fact, teleworking is a growing procedure and it is a part of new work world. New work style often used in virtual organizations is now penetrated into most organizations and has increased the flexibility of jobs.

This work style by using ITC tries to reduce organizational costs and to improve productivity and incomes, more employment of workforce, more work hours and circadian work for organizations and mitigating concentration in a given geographical location. It can result into problems if not executed properly so it is important to consider its details. Automating the works and performing all or part by teleworking either in home or other places can increase digital economic power. Although it is emphasized as a supplementary style and important factor for job creation, its relationship to economic justice is not precisely investigated. It is impossible to avoid such work style and one should respect its conditions, advantages and problems. The important point is to generate job for a broad range of people which would lead into economic justice in the society. One cannot change the economy in one night; rather, the movement toward changes should be slowly and gradually by considering cultural and social issues. It not only accelerates the jobs but also identifies bottlenecks and law breakings. Present research looks for answering below questions: Can teleworking have impact on the economy of families? And can someone establish economic justice by teleworking.

2. Research background

Teleworking means transferring the work from the organization by staff to home or other places so that one would perform his tasks without coming to workplace. Although teleworking definition is highly complicated and ambiguous, the characteristics of teleworker are as below:

- Work contract
- Utilizing ITC
- No dependency on a certain location
- Flexible work hours.

Key factors should be existed for teleworking: technology, situation and Clear business contract. In fact, teleworking is a selection which allows the worker to perform all or part of his/her job outside workplace. It means that people can do their jobs in their homes or other places. (Collins, 2005)

Below table is a summary of research on teleworking worldwide:

Table 1: recent researches on teleworking

| Row | Author | Findings |
|-----|--------------------------|--|
| 1 | Baruch, (2000) | His findings indicate that in teleworking style, employees work longer. Other findings include increase in employees' return and the capability of focus on work. |
| 2 | Sullivan and Levis, 2001 | The findings indicate that in new work style, more women and disable people can work and also more work hours. |
| 3 | Wilson & Greenhal, 2004 | They believe that teleworking is a tool to employ more women. They also studied teleworking impacts on their life. |
| 4 | Moon, (2007) | This research was conducted on the impact of 60 teleworking cases on economic development. In this research, information on economic development was gathered from teleworkers' plans including personal benefits for employees, computerized problems, localizing management supports, costs and social outcomes. The analysis on the costs in economies of scale shows that its economies of scale are too high. |
| 5 | Hartig et al., (2007) | In their study, employees were volunteers and free to select teleworking. After executing teleworking, employees believed that their job stress is extremely reduced, organizational cost was extremely decreased and the organization employed more teleworkers. |
| 6 | Peters, (2008) | In present study, the main aim was to increase/decrease work hours. The findings indicated that by teleworking the work hours of each employee is increased which would yield to increase in employees' effectiveness and more income for both employee and organization. |
| 7 | Bard & Thomas, (2008) | Their findings indicated more return, more loyalty to organization, more job gratification, lower monthly costs and lower medical offs. |
| 8 | Merioma et al., (2009) | They pointed out the advantages of teleworking as work hour flexibility, unlimited age of teleworkers and staying at home. |
| 9 | Von Leer et al., (2012) | This research was focused on costs and expenditures of the total community. It asserts that teleworking would reduce employees' transportation costs, air pollution, climate change3s and sound pollution. They indicated that by teleworking, organizational costs will be reduced remarkably. |
| 10 | Amiri et al., (2011) | In present study, authors focused on beneficiaries and their interactions. To this end, advantages of teleworking for each customer are addressed, guidelines to increase the advantages and avoiding teleworking risks are recommended and trading costs are concentrated. |

Through teleworking in home or other places, workplace costs, the costs on renting or buying and expanding a workplace as well as relevant bookkeeping costs and transportation and caring children by nurses and other costs will be all decreased. Teleworking authors believe that initially employers provided teleworking opportunities to reduce place costs and labor costs through improving productivity and hiring manpower from outside. Unfortunately, some employers are not tended to permit teleworking due to its complexity and lack of good control over employees. Improving workplace and investments as well as splendor of potential domestic advantages, emphasis on state-of-the-art industries and mounting on the wave of technology and preventing rents and administrative corruption are other affecting factors on economy and advantages of teleworking.

3. Materials

3.1. Job generation in teleworking

By teleworking, it is possible to employ more forces. By eliminating distance aspect, rural workforce, women with small children, disabled persons, and part time forces will find jobs which would reduce unemployment rate. Teleworking is an idea which helps the balance of rural and urban population by employing people in suburb areas. In conducted studies on teleworking, its high potentiality is proved in filling economic gap in the society, increasing job creation, expanding organizations, domestic economic development and economic improvement. Increase in occupation rate would lead into rural development and economic justice.

3.2. Right people for teleworking

Here, the discussion is on who is the best candidate for teleworking rather than whether teleworking is good or bad. Naturally, teleworking is an unavoidable work style. To the same reason, teleworkers and those people who work in workplaces would be compared to achieve better results. In teleworking, the border between work and life is blurred and they should be separated which would make people's stress. In recent conducted researches, elements on feelings are not considered. The results by authors are provided as below

- **Self – discipline:** those can be successful teleworkers that can draw a clear framework for their activities.
- **Self – motivation:** a person is to motivate himself and is not depended to encouragements by supervisor and awards.
- **Time management:** the ability to adjust work time without getting supervised by organizational members
- **The ability to utilize technology:** an important part of teleworker's skills are related to utilized technology.

- **Hardworking:** efforts to perform assigned task(s).

Researchers believe that self – discipline is the most important character. Overall, one should respect a certain framework to select teleworkers. Below is a flowchart that is proposed for conducting and using teleworking advantages.

| |
|---|
| Evaluating organizational readiness to execute teleworking |
| Selecting jobs convertible to teleworking |
| Selecting capable people for teleworking |
| Training teleworkers |
| Executing teleworking |
| Assessment and feedback |

Fig 1: proposed steps to execute teleworking

One should determine jobs convertible to teleworking. In the meantime capable people for teleworking should be also examined and identified through studies. Then, old work methods should be changed. The priorities in teleworking can be jobs like computer – related jobs including programming, web page designing, graphic designing, animation, translation, writing, sale and marketing, consultancy, designing, calculations in engineering like structure computation in construction engineering, designing machineries in mechanic engineering, teaching (through video conference) and measurable and flexible jobs as well as those ones that have no client or the employees do not need to attend in the workplace in which only the outcome is important. Teleworking execution needs deep studies in different fields. Perhaps, many results from this new work arrangement will be revealed in future.

4. Conclusion

Toffler (1981) followed by Handy (1984) believed that teleworking is future work style. It seems that their predictions are realized now and such work style is unavoidable. Even, one can say that it is the best solution for certain people and jobs. What studied in present paper we studied the impact of teleworking on society's economy and economic justice. What initially created by teleworking is changes in work arrangement and reduction in organizational and employees' costs especially for women with small children, disabled people and old ones. On one hand, more people will be employed by organization due to lower costs of this work arrangement, and On the other hand, due to its high resilience, many people can work and earn money, since there is no time and place border and work hour flexibility is too high. Workforces in rural areas and small cities can work without changing their life location. Unemployment rate will be decreased while the costs in production and service sectors are not increased and they would be even decreased in some cases. Increase in employment rate would improve the economic situation of families and would finally lead into economic justice. This work style would put organization, staff and their families in a win – win position. Obviously, teleworking would improve families' economic status and would establish economic justice in the society.

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