CONCEPTUAL FRAMEWORK FOR REMOTE EMPLOYEE LABOR REGULATION EMERGENCE AND DEVELOPMENT OF REMOTE WORK AND REMOTE EMPLOYEE CONCEPTS

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Today, the development of labor legislation is increasing to a new level of quality. Since the 21st century is considered the century of the information society, modern conditions are forming a new type of workers: "Network worker", "mobile worker", etc. The global update of the technical and technological base on the basis of computerization, automation, informatization, the introduction of flexible production systems has led to significant changes in the form of non-standard forms of employment through relevant non-traditional (flexible) contracts in the field of Labor Organization. One of the similar non-standard forms of employment is remote labor.

Remote work is considered as one of the co-existing operating modes, such as traditional office work, mobile work or virtual work [1], or as a kind of multi-flexible work graph, such as incomplete work, flexible graphics, etc [2]. Historically or typologically, scientists also tend to describe remote work in a special way from the use of the new Act.

Unlike the above views on remote work, Kraipo [3] offers a more flexible approach. He describes remote work as an evolutionary process. According to kraipo, the development of ICT will make the main contribution to the development of remote labor. They allow us to transform the situation that we usually perceive as office work. Personal computers and telephones served to transfer part of the traditional office work away from the employer's area and closer to the employees' home [4]. With the spread of mobile devices such as laptops and mobile phones, this part left the stationary area and moved to places such as trains, subways and cafes. The massive use of the internet virtualized the work, allowing it to be done using compact and powerful devices such as smartphones, tablets. This part of the office work was called Kraipo "télétravail". Based on kraipo's evolutionary point of view, the following Chronicle of the development of remote work, consisting of three generations, was put forward: Home Office, mobile office and virtual office.

The first generation of remote work: is the Home Office. The term remote work goes back to the analysis of Djek Nilles in California, USA, and the growing Information Industry called telecommuting network by him. According to the meaning of the term, the main emphasis is placed on the use of telecommunications to reduce the time it takes on the road, which still remains a key issue in the United States, especially in large megacities such as Los Angeles. During this period, to get rid of the expensive and long road from home to work and from work to home, the employee was transferred from the employer's territory to his home in whole or in part. The interconnection of new technologies, in particular computers and telecommunications, made it possible to work from home in this form. A large-scale price drop in the growing information industry was achieved due to the dependence of remote labor on work in front of computer screens and monitors: "we have prepared for it by information industry organizations, in particular, by anticipating the expansion of the use of telecom-

munitions by teleconferences filled with periodic face-to-face meetings, and we will strengthen it," says Jack [5].

In his later work, Nilles (1988) introduced the term "telecommuting" into the term "telework", which is more general, to cover all types of work-related activities carried out outside the employer's territory, provided by ICT. Here again we can see that the development in technology will change the working conditions. The rapid spread of teleconferencing, e-mail, the Internet began to squeeze out traditional correspondence tools in the late 1980s and early 1990s, expanding the range of cost reduction options for organizations [6]. Thus, despite the fact that these two terms are seen by modern scientists as synonyms, it will be worth noting that the term "telecommuting" has evolved depending on the term "telework".

The conceptual and far-sighted work of Nilles on the phenomenon that we call the first generation of remote labor inspired many other authors, scientists and politicians to praise its endless possibilities. In the chapter "electronic cottage"by Elvin Toffler "third wave" (1980), these hopes and desires are expressed in a bright way: "a new production system – millions of jobs from factories and offices ... where they come from: can move to homes" [7].

According to to Toffler, the potential for remote work has simply gone beyond the cost-and time-saving limits that go to the road. The author believes that remote work will lead to public stability, a decrease in environmental pollution, the flowering of new areas and the emergence of a completely new family structure. All such promising views were reinforced by early studies, which laid the foundation for the growing success of remote labor in these areas [8]. As a result, remote work grew slowly but steadily. As a result, remote labor grew slowly but steadily. First, new organizational forms of remote labor, such as auxiliary centers, arose [9]. Later, work outside the employer's territory became more complicated, causing the development of remote work, spreading to other industries and countries. Finally, with the advent of a new method of work, academic debates arose, and its advantage, drawback, began to be discussed in most areas of educational science [10]. Following the development of remote work, legal norms for its use were introduced in the state of California, a country where the first studies of Jack Nilles were carried out. Section 14201 of the California government code, signed in 1990, reflects the nature of these early years. He called on each state agency to "review its activities in its organization on the practical benefit of telecommuting. " Today, such statutes and directives are also available in several other US states.

In the literature dedicated to the first generation of remote work, attention is concentrated on one type of mode of operation: in the Home Office. The workplace in the House of employees or close to their homes was considered cheap and environmentally friendly from work far away. But computers and phones of that time, that is, the acts of the first generation, did not allow to mobilize the employee's working time. In addition, these studies have clear sectoral and geographical boundaries. Until remote work spread to other industries, States and countries, the information industry in the western United States of the 1970s and 1980s was the object of research.

The work in this area was flexible schedule, high operating costs, and the use of ICT was common enough to introduce a new production system. After the first Developments, preliminary government decisions were made, and remote labor began to be promoted to the mass sector.

The second generation of remote work: is a mobile office. Separating the first generation of remote work from its second generation – the mobile office-is a challenge. The changes were gradual and in different stages in different organizations, industries and countries. The first and second generation of remote work is separated by technological advances. As Elvin Toffler predicted, the ACT developed much faster. Wireless devices such as Leptop, laptop, mobile phone allowed employees to work not only from home, but also from wherever they could or should. However, research on remote work continued to be limited. Even towards the end of the 20th century, when the act was already strong enough and affordable to replace many stationary jobs, the attention of scientists was still focused on the classic form of remote work as work at home on the basis of full or partial employment [11]. Di Martino and Wirt [12] (1990) expanded the list of remote work opportunities to "mobile performance" in one of his works on this topic. However, this did not develop the concept in detail. Others followed similar short, superficial and non-systematic work [13]. In the short term, ICT has become smaller, lighter and more wireless, but views on remote work have remained the same as in its early state.

Nevertheless, the idea that remote work has evolved from the first to the second generation on the basis of ICT is justified by two separate, but interconnected States. First, remote work has always been developed not to replace traditional office work, but according to a flexible work schedule. Secondly, the mobile office was viewed from the point of view of its existence in a different industry and organization than the Home Office. First from the beginning, that is, since the 1970s and 1980s, the Home Office has been used

by ordinary office workers in many areas, while the mobile office has been used, as a rule, by managers and professionals in marketing and finance [14]. Thus, scientists who have concentrated on traditional remote workers have overlooked the mobile office as a growing alternative way of working. Increasingly, such traditional remote workers differed from the latter in the act they used. In the context of technological progress as cheaper and more powerful electronic devices evolved, both groups used the same form of work [15].

By this time, the legal regulation of remote work has changed dramatically. Government decisions have taken a more balanced aspect from simply supporting the new way of working. Policy-makers in this area began to react more often to controversial debates about the widespread prevalence of remote work and regulation of working hours, working conditions, Occupational Safety and hygiene. An important example of this is the European remote operation agreement of 2002. This is the definition of remote work in the social cooperation agreement, and it is enshrined that remote workers also use the same labor standards as their colleagues in the employer area.

The second generation of remote work has not been as researched as the first generation. The mobile office retreated from the classic two-pole space structure of Labor. Increasingly, scientists began to recognize that work can be carried out on the territory of the employer, at home and in different places between them. Now the performance of work was separated from the place: it became possible to do it "here, there, whenever, wherever." [16] Government decisions reflected this development.

They would respond to the changing work environment and conditions. From this time, the third generation of remote work – to move to a virtual office- would have to quickly spread the use of only the Internet and the World Wide Web.

The third generation of remote work: is a virtual office. In his third wave work, Elvin Toffler had an important aspect that he could not foresee: the internet and its influence on changing the way ICT is used. Toffler was able to see that the jobs of the information society moved from the employer area to the employee's home, and this seemed to be an important hypothesis that promises a lot in the early 1980s. By the 21st century, however, it became known that these author's hypotheses were an editorial requirement. In the work"the digital nomad " (1997), Makimoto and Manners predicted that the work of the future will be in motion not here or there, but tirelessly. The internet connection through radio channels and the reduction of transistors, according to Makimoto and manners, inevitably combine information technology and communication technologies to create an "ideal product of the industry": the ideal product for the industry will be even less than a laptop computer. In it, more communication is established than counting. It will be much smaller and lighter than today's laptops [17].

The prophecy of Makimoto and manners turned out to be true. Smartphone and similar products have changed the technology so radically that it makes it possible to describe the third generation of remote work in the sense of a new Act or as a "new act". In the previous generation of remote work, the work was becoming mobile, but all the information had to be carried with it all the time as before. It was possible to conceptually distinguish information technology from communication technology. In this new generation of ICT, information is stored in clouds (clouds) and networks, and to use it, a small device will be needed. This ultimately changes how we perceive remote work. It will be possible to instantly check e-mail, concluded transactions, messages and news in the palm of your hand. This makes it possible to carry out work for very short periods outside the territory of the employer.

Although these changes seem more obvious in retrospective, empirical (only in favor of experience, practical activity) is not so from the point of view of data. Since the creation of the World grid in the European Organization for Nuclear Research in 1989 by Tim Berners-Lee, the offices of visualized (visual-visual observation or analysis) have grown. Early research work on Virtual offices or virtualized jobs was aimed at joint work (CSCW), which provided more commuters, rather than reducing ICT and increasing capacity [18]. The first empirical studies that clearly showed the value of ICT for the virtual office were based on research carried out in the field of information, which led to the development of this area from the very beginning [19]. The virtual office, which can be used here through portable devices, has been described as a "new form of work", but is not duly conceptualized [20]. The great interest in the new act as a means of working outside the employer's territory came in a broad way about the labor accelerator and along with the still ongoing debate. The focus of these debates was the question of reorganizing the work, which focused on the informal work schedule outside the usual working hours. Based on the controversy lay the feature that the virtual office can be used anywhere and whenever it wants.

The new Act made it possible for virtual communication of employees, and it was this technological development, as in previous generations, that became the impetus for the further development of remote work. Remote work has been continuous for thirty years: from the initial desire to reduce the cost of attending work to mobilize office work, to the

development of a new mode of work – virrualization. Remote work has grown to all aspects of life and is now available everywhere to this day. The evolutionary-based views on remote work lead us to the fact that the current debate over the impact of ICT on paid work outside the employer's territory is an indirect or direct dispute about remote work in one form or another. This, in turn, creates the need to discuss and consider from the point of view of the interconnection of various foggy concepts with riddles about this phenomenon, which are common in the literature.

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