

Abstract

The topic of this rigorous thesis is agency employment. Agency employment constitutes now a common part of the market with employment services and enables employment agencies to temporarily assign their employees to perform work at users. The thesis defines the concept of agency employment and describes its roles and functions which are typical for agency employment. One of the biggest user benefits of agency employment is the possibility of quick and effective workforce procurement for a wide range of different professions. The thesis contains a definition of agency employment at both the international and EU level. The thesis also presents international legal sources of agency employment adopted at the UN, EU legal sources of agency employment and legal sources of agency employment under the Czech legal order. The thesis also contains a description of Czech public law, which sets out some conditions for the activity of employment agencies, as well as other obligations imposed on employment agencies. The thesis further focuses on the process of obtaining a permit for employment mediation, including the conditions which the employment agency must fulfil in order to obtain a permit for employment mediation. The thesis also deals with the conditions for the withdrawal of a permit for employment mediation by the General Directorate of the Labor Office. The work further defines the participants in the agency employment, i.e. the employment agency, the agency employee and the user. The penultimate chapter discusses in more detail Czech private law regulation, which regulates the course of the actual realisation process of agency employment. The penultimate chapter describes the individual relationships which arise in the realization process of agency employment. The last chapter then deals with control activities in the field of agency employment, as the area of agency employment is one of the control priorities of the State Labor Inspection Office.