

Employment agencies and agency employment

Abstract

The topic of this thesis are employment agencies and agency employment. Employment agencies play an important role in the labor market. Their activities involve finding a job for individuals, finding employees for employers, providing advisory services and information services and, of course, the institute referred to as agency employment. Agency employment was incorporated into the Czech law in 2004.

The text of this thesis is divided into five chapters. The first chapter is focused on the definition of basic terms related to agency employment and also on the definition of individual entities involved in the agency employment process. The second chapter is devoted to the topic of the development of legal regulation of agency employment. The attention is focused on the development of international law. The third chapter is focused on the employment agencies themselves. The penultimate chapter describes the mutual legal relations that arise between the various entities involved in the agency employment process. These entities are the user, the employment agency and the temporary agency worker. The final chapter deals with selected topics related to the agency employment - specifically the issue of comparable work and salary conditions between a temporary agency worker and a comparable employee recruited directly by the user, the issue of liability for damage, the issue of the right to information and consultation and the issue of agency employment with a cross-border element.