

Temporary-work Agencies – Selected Public Law Aspects

Abstract

Temporary-work agencies (employment agencies) are an important entity in the field of job placement. The topic of this thesis is selected public law aspects of the legal regulation of private employment agencies and their activities, which have not yet received much attention from the professional community, despite the fact that they are essential and often crucial for the activities of employment agencies.

The text of the thesis is divided into eight chapters. The first chapter is devoted to the sources of law governing the very existence of private employment agencies, both at the level of international, EU and national law. The second chapter deals with forms of employment intermediation. Attention is also paid to shared employment intermediation and undisclosed employment intermediation. The third chapter deals with the limitations on employment intermediation by employment agencies, both in relation to all forms of intermediation and only to agency employment. The issue of temporary assignment of foreigners is also mentioned. In the fourth chapter, space is devoted to the employment agency permit - specifically the conditions for obtaining it, the application itself, the institute of the responsible representative and the duration of the permit. The Commission of the Director General of the Labour Office of the Czech Republic for granting employment agency permits and its role is also mentioned. Separate chapters are devoted to two conditions for the issuance of an employment agency permit: chapter 5 deals with the binding opinion of the Ministry of the Interior, its nature and the criteria evaluated in its issuance; chapter 6 deals with the deposit that employment agencies are obliged to provide in the case of an application for an employment agency permit, as well as the reasons for and immediate effects of its introduction into the Czech legal order. The seventh chapter focuses on the termination of the employment agency permit and the reasons for it, some of which are elaborated on. Last but not least, the nature and consequences of the decision to withdraw the employment mediation permit are discussed. The last chapter deals with the protection of employees in the event of the bankruptcy of an employment agency. The conclusion then outlines and summarises the *de lege ferenda* considerations.

Key words:

Temporary-work agencies, employment agency permit, employment intermediation