

Abstract

The topic of the thesis is agency employment. Due to its flexibility and the current situation on the Czech labour market struggling with a labour shortage, agency employment is a frequently used and necessary part of the Czech legal system. In the Czech legal regulation of agency employment, however, we find a number of problematic areas, as a result of which, among other things, the rights of employees temporarily assigned by employment agencies may be jeopardized and insufficiently ensured, or, on the contrary, entrepreneurs operating employment agencies may be unnecessarily burdened.

The main goal of this diploma thesis is to describe the problematic aspects of the Czech legislation in the field of agency employment with an emphasis on the legal regulation of the establishment and operation of employment agencies and selected frequently violated or problematic obligations in the field of agency employment relations, in relevant cases to compare these problematic aspects with foreign legal systems and propose a possible corresponding amendments to the Czech legislation.

The diploma thesis is divided into six main chapters, which are further divided into individual subsections.

The first chapter deals with the general characteristics of agency employment and further briefly describes the subjects of agency employment and their role within agency employment.

The second chapter analyses the general characteristics and sources of the legislation of employment agencies and agency employment from the point of view of international legislation, European Union law and Czech legislation.

The third chapter of the thesis is focused on the employment agency as one of the subjects of agency employment and mainly deals with the issue of obtaining a permit to intermediate employment and the main obligations of employment agencies in the performance of their activities, including an analysis of the most serious problems of current legislation and their comparison with foreign legislation.

The fourth chapter of the thesis then summarizes the basic division and definition of the relationships between the employment agency, the agency employee and the user.

The fifth chapter of the diploma thesis then analyses selected problems and frequently violated obligations in the field of agency employment relations, including a comparison of selected problematic aspects with foreign legislation.

In the sixth chapter, recommendations for the possible amendments to the legal regulation of employment agencies and agency employment are presented, compiled on the basis of an analysis of the Czech legal regulation and its comparison with foreign legal systems.

The conclusion of the thesis finally summarizes the current state of the legal regulation of agency employment and a recapitulation of its problematic aspects together with the author's suggestions for amendments to the legal regulation.