

Resumé / Summary

Title: Agreements on work performed outside an employment relationship

Agreements on work performed outside an employment relationship are a specific type of labour relationship allowing the employer to employ an employee on the basis of its actual needs. These agreements are unique in whole Europe; we may find them only in the Czech Republic and Slovak Republic, which is caused by the common development until the first half of 1990's. There are two kinds of these agreements on work performed outside an employment relationship – Agreement on work performance and Agreement on working activity. Agreement on work performance may be considered as the smaller one and agreement on working activity as the bigger one. The main differences between them are the scope of work which may be performed under each of it and participation in the social security system and the health insurance system.

An employee working on the basis of the agreement on work performance may work in the scope of work up to 150 hours in one calendar year. The agreement on work performance does not establish participation in the social security system and the health insurance system which means that this type of agreement is suitable mostly for a one bout activity. On the other hand the agreement on working activity enables to perform work in maximum permissible scope of a one-half of normal weekly working hours which shall be assessed for the entire period for which an agreement on working activity was concluded, but at longest for the period of last 52 weeks. The agreement on working activity also establishes participation in the social security system and the health insurance system. So this agreement is suitable for employers who need to fill accessorial positions which low time allocation.

Thanks to lower statutory regulation, the agreements on work performed outside an employment relationship allow to introduce and develop new ways of work management in the Czech labour law, especially job-sharing and on-call work. In this point of view we may reasonably expect that the agreements on work performed outside an employment relationship is going to undergo further expansion and development.