

ABSTRACT

The aim of this diploma thesis is to offer a complete overview of the institute of temporary agency work. Temporary agency work is an institute that brings to the user undertakings the possibility to quickly adapt to the increase or decrease in demand for their products by changing the number of employees.

The first part of the diploma thesis presents a brief excursion into the history of temporary agency work with focus on the most important historic moments and includes the explanation of its impacts. This chapter emphasises Czech history of temporary agency work, but it takes a quick glance at the history of temporary agency work in other states. The institute of temporary agency work was introduced to the Czech legal system as late as 2004. This point is very important to understand the uneasy position of agency employment on our labour market.

The main part of this diploma thesis concerns current legal status of temporary agency work. It analyses obligations of the Czech Republic arising from the C181 and directive 2008/104/ES. The thesis continues to the Czech legal system and it analyses the positions of a private employment agency, user undertaking and an agency employee. It includes the establishment of a private employment agency, obligations during its existence and its cessation. There is a detailed breakdown of contracts that the parties of agency employment close between themselves. This is followed by a chapter focused on how is the quality of agency employment ensured. There is a detailed description of the process of control by State Labour Inspection Office. In the centre of this chapter there is the principle of equal treatment and the fight against illegal employment agencies.

The last part of this diploma thesis is concerned with the position of agency employment on the labour market. This chapter is not focused solely on the Czech Republic but it looks at agency employment from international point of view. The results that are drawn from statistics answer why and with what results is agency employment used in reality.