

Agency Employment

Abstract

My diploma thesis is focused on the agency employment. The institute of agency employment was integrated to our system of the legal regulations in 2004 and nowadays it is a very popular alternative of traditional employment. Employers perceived it as an institute that enables them to react quickly and effectively to the changes which take place on the labour market and therefore gain the needed employees in the right time.

I decided to write about this topic mainly because agency employment is very interesting issue with great business opportunities, but unfortunately the Czech regulation isn't as complex and clear as it could be. Therefore, I find this topic quite intriguing.

The thesis is divided into introduction, conclusion and six more chapters. First chapter introduces the term and origin of the institute of agency employment within the Czech system of legal regulations. Next chapter focuses on the legal regulation of agency employment. Firstly, I mention very briefly history of the agency employment legislation, then I focus on the international legislation of the agency employment and last but not least I also give a short excursion into European legislation. In the third and fourth chapter I analyse in depth private law aspects of the agency employment and then also specifics of the public law aspects, which are particularly described in the Employment Act. The penultimate chapter briefly describes the control of the state authority in the field of agency employment. The last chapter explores benefits and difficulties of the agency employment. The important part of this chapter are also my suggestions and thoughts regarding the future of this institute within the Czech legal system. As my source of information during writing this diploma thesis I used mainly the legal regulations, secondary legislation, a large number of legal books, articles both printed and online, and also Czech and foreign case law.

Key words in English: agency employment, employment agency, agency worker