

# **Agency employment with a cross-border element**

## **Abstract**

The topic of this diploma thesis is agency employment with a cross-border element. Employment agencies cover the shortage of workers on the Czech labor market by assigning foreigners to users. The thesis analyzes this process of agency employment of foreigners, by connecting the institutes of agency employment and employment of foreigners.

In its introductory chapter, this thesis briefly describes and analyzes the institute of agency employment, focusing primarily on the requirements necessary to obtain a permission for agency employment and on comparable working and wage conditions. Furthermore, this work deals with the cross-border element of agency employment, where the second chapter analyzes in detail the process of agency employment of foreigners, both citizens of other Member States of the European Union and especially foreigners from third countries. Based on this analysis, the content of the second chapter is also a comparison of the legal status of Czech nationals, citizens from other Member States of the European Union and foreigners from third countries in the framework of agency employment.

In the final chapter, this work deals with the violation of legislation in the field of agency employment with a cross-border element. It focuses on illegal employment agencies together with illegal employment of foreigners. Part of this chapter is the analysis of the criteria on the basis of which administrative authorities decide on these offenses. This chapter focuses mainly on Ukrainian workers who are posted to the Czech Republic by companies established in Poland. This chapter also includes an analysis of the most famous Czech case concerning this issue, which is the case of the Rohlík CZ online store.

Due to the fact that at the time of writing this thesis there was a worldwide pandemic of coronavirus Covid-19, this work also deals with the possible effects of the pandemic on agency employment, as well as on the agency employment of foreigners.

**Klíčová slova:**    **Agency employment**  
                          **Employment of foreigners**  
                          **Illegal employment agencies**