

Abstract

The main topic of this thesis is the effect of private employment agencies on the Czech labor market and legal regulation of their activities, especially of the agency employment. This thesis also focuses on the problems associated with the agency employment.

The labour law is variable depending on social and economical changes not only in our country but also worldwide. It is related to the employment which should reflect the actual situation mostly on the labor market. In this situation there are a lot of people who can not find work and who must search for some alternative options. One of opportunities which are offered is the agency employment. This is the point of accent on quality legislation to minimize the risk of abuse and discrimination of the agency employees.

The author analyzes the present legislation and outlines possible solutions of problems.

This thesis is divided into eight main chapters.

The Chapter One consists of the main concepts definitions which are used in this thesis.

The subject of the Chapter Two is the agency employment development, namely in the Czech republic, in the European Union and in the international community.

The Chapter Three describes in detail documents which solve some agency employment questions in the Czech, European and international law. The most attention is paid to the ILO Private Employment Agencies Convention (No. 181) and to the Directive 2008/104/EC of the European Parliament and the Council on temporary agency work.

The Chapter Four deals with the new concept of the shared mediation of work.

The matter of the Chapter Five is the agency employment itself along with the definitions of its subjects which are, besides the employee, also the private employment agency and the „user“ in Czech.

Mutual relations between these subjects are described in the Chapter Six.

The Chapter Seven deals with problematic aspects of the agency employment and it offers possible solutions.

The Chapter Eight follows up the public control of the private employment agencies and the infringement penalties.

In the Conclusion, the author submits that the private employment agencies are an important partner of the labor market. This should be the reason for the great emphasis of the legislator upon the employees' rights protection which can prevent the social dumping. This is the point that is emphasized especially by the trade unions. It is necessary to perform some changes of the Czech legislation if it should ensure this deal. Even so the agency employment is useful instrument of the employment mostly for the people who cannot find proper work.