

Employment in the Czech Republic - Agency employment

AGENCY EMPLOYMENT – Your employer is an employment agency that arranges work for you - i.e. they temporarily assign you to work for another employer.

The employment agency must be on the list of the employment agencies. The registration is provided by the Labour Office. You can check it here: <https://www.uradprace.cz/web/cz/agentury-prace>.

! ATTENTION ! YOUR WORK CONTRACT (or DPČ) IS CONTRACTED WITH THE EMPLOYMENT AGENCY, NOT WITH THE ASSIGNED EMPLOYER. THE CONTRACT MUST ALWAYS BE IN WRITING.

If you are assigned by an employment agency to another employer, in addition to the employment contract with the employment agency, you must have *a written instruction - an employment agreement* - stating that as an employee you agree to work for that employer.

It must specify:

- employer,
- place of work,
- how long you'll be working there,
- working conditions,
- pay,
- who is your supervisor, or the person who will assign tasks and who will supervise the work you do,
- the end of your work (date).

Do you know, that:

- Both the employment agency and the employer to whom you are assigned are obliged to provide you with the same working conditions as other employees.
- An employee of the employment agency must not also be a regular employee of the company or firm to which he or she is assigned.
- An employment agency employee may only work for the same assigned employer in the same job for 12 consecutive calendar months.
 - o The exception is if the employment agency is requested to do so by the employee or
 - o if it is to perform work for the duration of a substitute job for an employee who is on maternity or parental leave.
- Only the employment agency can terminate your employment, not the employer to whom you are assigned.

! ATTENTION !

- **FOREIGNERS WHO ARE ALLOWED TO STAY IN THE CZECH REPUBLIC ON THE GROUNDS OF AN EMPLOYMENT CARD ARE ALLOWED TO WORK UNDER AN EMPLOYMENT AGENCY ONLY AFTER THEIR ARRIVAL IN THE CZECH REPUBLIC - IF THIS WAS AGREED BEFORE THEIR ARRIVAL IN THE CZECH REPUBLIC.**
- **IF YOU CHANGE EMPLOYER, YOU ARE NEVER ALLOWED TO CHANGE TO AN EMPLOYMENT AGENCY.**

IF YOU ARE UNSURE ABOUT YOUR SITUATION, IT IS BETTER TO CONSULT WITH SOMEONE. AT THE CENTRE FOR THE INTEGRATION OF FOREIGNERS, WE WILL BE HAPPY TO HELP YOU. PLEASE MAKE AN APPOINTMENT IN ADVANCE.



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MINISTERSTVO VNITRA
ČESKÉ REPUBLIKY



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