

Title of thesis: Employment of persons with disabilities

Abstrakt v anglickém jazyce

Persons with disabilities are a vulnerable group of citizens, and not only in terms of employment. Finding their spot in the labor market is made difficult by their handicap and often by low or incomplete education. That is why legislation is in place to help them compensate for their initial disadvantage by raising them to the same level as the rest of job seekers.

The goals of this thesis are to analyze and evaluate the current regulation of the employment of people with disabilities, and to research the practical side of this issue in the current labor market. The thesis tries to find out the forms of assistance offered to persons with disabilities and the actual employment options open to these persons. The thesis consists of four chapters.

The first chapter defines the basic terms. Particular attention is paid to the definition of a person with disabilities, both in the context of international and European law and within the Czech legal system.

The second chapter deals in detail with the principle of equal treatment and non-discrimination in the context of labor law in general, as well as specifically related to persons with disabilities. The centerpiece of the chapter is the Anti-Discrimination Act.

The third chapter then analyzes the relevant concepts of the relevant Czech labor law regulations. Attention is mainly paid to current legislation, with occasional excursions to the past. The chapter details the rights and obligations of both employees and employers, tools of the active employment policy and motivational elements in legislation.

The fourth chapter draws attention to individual organizations helping improve the employment situation of people with disabilities, as well as employers providing jobs to these people. The chapter also partially serves as research, thanks to information obtained through personal interviews with employers. Certain recommendations on how the current legislation could be improved in the future are included.

Keywords:

Employment, person with disabilities, mandatory share