

## **ABSTRACT**

The diploma thesis deals with the issue of employment of people with mild mental disabilities. The theoretical part of the thesis first describes a person with a mild mental disability. It defines this disability, defines the basic etiology and symptomatology. It also describes the specifics of these people in relation to work. It also introduces the employment opportunities of people with mild mental disabilities, defines the basic legislation or job training. Last but not least, it presents specific job opportunities in the region Orlickoústecko.

The practically oriented part of the diploma thesis describes the possibilities and specifics of employing several people with mild mental disabilities from a selected region of the Pardubice region. This part of the thesis describes the benefits or obstacles to employment, as well as the level of awareness in the process of obtaining employment and the view of employers on this issue. From a methodological point of view, a qualitative method of interview was used, which was conducted with individual employees, their key employees and their employers. After the interviews, case studies of individual employees were created. Subsequently, a comparison of case studies was performed.

The main results of the research can be considered a description of the benefits and importance of employment in the form of earnings, living in a social environment or establishing and deepening social contacts. In the area of barriers to employment, local accessibility, conflicts between co-workers and the problematic area of communication can be observed. At the same time, it should be noted that good information of respondents is conditioned by consistent cooperation with key workers or family members. The specifics from the point of view of employers then differ depending on the specific job position and the organization of the employer of people with mild mental disabilities.

## **KEYWORDS**

Mild mental disability, disability, employer, employee, work.