ABSTRACT

The aim of this master’s degree thesis is to analyse the situation of people who are in a disadvantageous position on the labour market and because of that belong, pursuant to Act No. 435/2004 Coll., Employment Act, to the group of job seekers, who "require special care by mediation of employment". The author is particularly focused on people with disabilities. The intent is also to inform readers about government subsidies and alternative methods designed to facilitate the position of job seekers on the labour market.

This thesis is divided into an Introduction, six Chapters (further divided into subsections) and a Conclusion. It contains a Table of contents, a czech and english Abstract and a List of references and other sources.

Chapter One is devoted to the definitions of the "right to work" and the "right to employment" and the obligation to ensure equal treatment of all people exercising these rights. Following that, I mention the legal sources containing the aforementioned rights, first international, then the European and finally the national sources.

Chapter Two is subdivided into four subchapters which correspond to the categories of citizens requiring special care by mediation of employment. Subchapter One concerns people with physical disabilities. Included within is the definition of the term used in the title of this thesis - "people with disabilities" (physically disadvantaged people). Subchapter Two is devoted to pregnant women and people taking care of a child or another individual, Subchapter Three to adolescents and the last one to other groups of people in need of special care.

The Third Chapter is focussed on "unemployment", particularly its special form - the so-called long-term unemployment and the possible consequences on the mental condition of a long-term-unemployed applicant.

The next chapter continues by mentioning the forms of state support:
- active employment policy instruments, as well as
- other forms of government assistance which I collectively subsume under "passive employment policy".

Chapter Five attempts to explain the possible forms of employment support, whether legislatively regulated or not. For example, personal assistance, supported employment
as well as the modern form of business: the social enterprise”, mentioned in the last subchapter.

This is elaborated upon further in the next chapter within "social economy".

The Sixth Chapter deals with definitions of the social economy and related terms, followed by a brief history and introduction to the state of the social economy in select European countries. The end of the chapter includes a section dedicated to this form of business in the Czech Republic and its legal conditions.

The thesis points out the shortcomings of the existing system of social and other governmental support and highlights the necessity of a more coherent amendment. It makes extensive use of footnotes, which refer to cited works or which include the less substantial part of the content as well as the text of the cited regulations where appropriate. It corresponds to the state of the law on the 1st of July 2013.