

## **Abstract**

This Master's Thesis deals with the legal form of employment of persons with disabilities. This group of people is disadvantaged on the labor market due to their disabilities and thus entitled to special protection within the labour law relations. Their integration on the labour market is supported by the state through many legal tools that are used for both positive and negative employers' motivation.

The thesis is divided into four separate chapters according to the areas I am dealing with. The introduction is followed by the first chapter where I define the basic terminology. I focus on the term of employment and its dissimilarities from other work forms. It continues with the definition of a person with a disability according to the Employment Act which is, for better understanding, presented in the relevant historical context. At the end of this chapter I also mention other laws defining a person with a disability for their own purposes within the Czech legal system.

The second and third chapter are dedicated to the international and European legal regulations on the employment of persons with disabilities. These chapters form a linking part between the first and the fourth chapter because they contain the definitions related to persons with disabilities along with the corresponding legislation which mainly focuses on the status of these persons with regard to the principles of equality and non-discrimination.

In the last main chapter I discuss the relevant Czech legislation. I focus on the particular laws issuing the employment of persons with disabilities and I subsequently critically analyze the legal tools provided by them. Finally, I evaluate the existing legislative development and outline its future direction.