

Abstract

The aim of this thesis is to describe the key issues of employment of persons with disabilities as they are one of the most endangered category of employees and their protection in the scope of the legal regulation.

The thesis is systematically divided into five chapters, each of them dealing with different aspects of the topic.

Chapter one is introductory and defines basic terminology. This chapter is subdivided into three parts. Part one analyses the historical development of the approach of the majority society to the people with disabilities and focuses primarily on the medical and social model of disability. Part two deals with the definition of the persons with disabilities as defined in the international and European law. Part three further addresses the issue of this definition in Czech law.

Chapter two provides an outline of relevant international sources as well as the sources of the European Union. It mentions the main documents of International Labour Organization, United Nations, Council of Europe and also the essential documents of European Union.

Chapter three examines relevant Czech legislation. Within the scope of this chapter the attention of the author is also drawn to the labour office and employers, since they are the substantial and important subjects in the labour market, involving their mutual cooperation in this area.

Chapter four gives a comprehensive overview of various motivational tools and instruments of active employment policy for supporting the employment of persons with disabilities provided in the Czech legal system.

Chapter five, as the final part, is devoted to the lately emerging phenomenon of social enterprise. It is subdivided into three parts and provides a brief overview of the basic issues of this topic. Part one introduces the essential principles of social entrepreneurship. Part two discusses the possible legal status of these entities and part three concentrates on the financing issue.

In conclusion, the author expresses her own assessment of the current legislation and the situation of people with disabilities in the labour market. The overall assessment of our legislation could be considered as quite good and it could be compared to the legislation of developed countries. However, what lags behind, it is the current approach of the mainstream

society to the persons with disabilities. That being said, the positive development is participated in the future.