

Resumé

The topic of my thesis is the employment of people with disabilities. In the thesis I deal with legal status of persons with disabilities and the instruments for protection and support in the area of employment. The thesis is divided into the introduction, nine chapters divided further into sub-chapters and sections, the conclusion and the annexes.

The first chapter defines the term person with disability under international law, specifically in documents of International Labour Organisation, World Health Organisation, United Nations Organisation, Council of Europe, and under Czech legal system.

In the second chapter I deal with the provisions of working conditions of persons with disabilities under the above international organisations. Furthermore, this chapter presents the actual actions of Council of Europe in the area of the rights of persons with disabilities.

The third chapter briefly covers the European Union legislation of employment of people with disabilities

The fourth chapter covers the fundamental rights and the principles related to employment of people with disabilities.

The fifth chapter deals with the provisions of Labour Code, which impose obligations on employers employing people with disabilities, and further with the significant provisions of remuneration and its changes designed for support for employment of people with disabilities.

The sixth chapter provides the overview of the instruments of active employment policy, namely work rehabilitation, protected workplace and financial contribution for protected workplace and for the part of operating costs, further the rights and obligations of employers employing people with disabilities provided in The Employment Law.

The seventh chapter deals with the additional instruments for support for employment of people with disabilities, namely the instruments provided in The Public Procurement Law and The Income Tax Law.

The eighth chapter gives the picture of employment of people with disabilities in practice, barriers preventing employment of these people by both the employer and the employee, further presents the provisions that supports the employment of people with disabilities.

The ninth chapter briefly presents the actual statistical data related to people with disabilities and the unemployment situation.

The conclusion is the synthesis of the particular information. I conclude that the regulation is well designed. The problem is the realization of its content and the possibility of

circumvention of the law. The work rehabilitation has the biggest potential to become a truly effective instrument for employment of people with disabilities.