

# **Employment of persons with disabilities**

## **Abstract**

This thesis deals with the employment of people with disabilities. People with disabilities belong to the society with specific needs. These needs have to be taken into account when these people are employed. This thesis focuses on taking into account the specific needs of this group of employees and discusses the possibilities of making them successful on the labor market.

The aim of this work is to evaluate the employment of people with disabilities both from the theoretical and practical point of view and to create an overview of how the employment of people with disabilities is taking place and what it means for their employers. For this reason, the thesis is divided into two parts - theoretical and practical.

The theoretical part is systematically divided into eight chapters. The first chapter deals with characteristics of basic concepts related to this topic. The second chapter deals with international and European legislation of the employment of people with disabilities. The third chapter provides information on Czech legislation, the constitutional basis of the rights of people with disability is defined here and the Anti-Discrimination Act, along with other regulations dealing with this issue. The fourth chapter deals with the regulation of employment of persons according to the Labor Code. The fifth chapter is one of the core parts of this thesis, deals with work rehabilitation, a sheltered labor market, contributions to support the employment of people with disabilities and the fulfillment of compulsory membership. The sixth chapter focuses on motivational tools for employers of people with disabilities under the Income Tax Act and the Public Procurement Act. The last chapters contain information about social business and social services whose theoretical definition is also important for the practical part of this work.

The practical part is devoted to a particular social enterprise, Ergotep, a cooperative of invalids, whose majority of employees are people with disabilities. The practical part of the thesis consists of nine chapters. The first chapters contain basic information about Ergotep, its development, corporate culture and social responsibility. Essential in this section is the fourth chapter devoted to the cooperative procedures of employing people with disabilities through integration human resources, as well as the fifth chapter dealing with comprehensive integration through Social Service - Social Rehabilitation, which is a new project of Ergotep. The seventh chapter deals with the project entitled Construction of Tescoma Sales Centers

in 2012-2016, which describes the creation of protected jobs for people with disabilities under the Old Act of the Employment Act, which is compared with the new legislation, effective from 1 January 2018. The following chapter discusses how Ergotep fulfills the mandatory portion, including specific calculations. The last chapter of the practical part evaluates the results of the quantitative research carried out in the form of a questionnaire survey in Ergotep.