

Summary

Employment of people with disabilities

In my graduation theses I am concerned with the employment of people with disabilities, because I consider this problem very present and neglected.

The term disability means, with respect to an individual,

- a physical or mental impairment that substantially limits one or more of the major life activities of such individual;

- a record of such an impairment; or

- be regarded as having such an impairment.

The term does not include a current condition of addiction to use of alcohol, a drug, an illegal substance, or a federally controlled substance, or a currently communicable disease or infection as defined in Section.

Employment of people with disabilities form 10% our population in Czech Republic, that means it is a big number to start thinking about it. We meet this people every day, on the streets, at work, between friends.....so it is necessary to acknowledge them.

It is government's objective to enable people with disabilities to integrate into the community through the process of vocational rehabilitation and eventual gainful employment. The government is dedicated to giving people with disabilities a fair chance of being considered for government posts along with other candidates and an appropriate degree of preference for appointment over other candidates.

Employment of people with disabilities on open labour market is worthy to support, so as EU advice, therefore a close cooperation with the business world is needed. Having said this we should not ignore the fact that many people with disabilities work in a sheltered environment, for two good reasons: they are not ready yet for the open labour market or not able at this moment due to the degree of handicaps. Funding schemes facilitating the employment of people with disabilities for employers should cover all extra costs. An accessible working environment is a key when aiming at employment on the open labour market and inclusion.

More over rigid law is a barrier and makes flexible labour contracts illegal. Individual solutions are difficult. Into the future I think it could be big contribution to create one act, which will form a better position for people with disabilities.

In the beginning of my these I generally describe situation in Czech Republic, definition of a person with disabilities, kinds of handicap, number.....then I continue with protection of rights on international and European bases. Very important part of my theses consider about law in Czech Republic, so duties of employers, it means duties employment people with disabilities, ensure a good and relevant condition for them. In this society, there is no solidarity, so it is necessary to legally regulate their positions.

Very important part of my theses is a part - support of employment of people with disabilities. I deal with instruments which help this people to find a job and have special conditions at work. I hope that the situation of people with disabilities will get better in near future.

Klíčové slova/ Key terms

Osoba se zdravotním postižením, zaměstnávání

A person with disabilities, employment

Použité zkratky

ADA - American disability Act

EC - European Commission

EDF – European Disability Forum - Evropské fórum zdravotně postižených

ERRP - Evropský rok rovných příležitostí pro všechny

EU - Evropská unie

NAP - národních akčních plánů

NNO - nestátní neziskové organizace

OSN - Organizace spojených národů

OZP - osoba zdravotně postižená