

Employment of People with Disabilities in the Legal Regulation of the Czech Republic and the Federal Republic of Germany - Abstract

People with disabilities have to face many different barriers in their daily lives, which affect their participation in the society. One of such problematic spheres is the access to a paid job on the open labour market. However, a labour market accessible to people with disabilities is not only in the interest of these people, but it brings advantages for the whole society.

The purpose of this thesis is to analyse the legal regulation of employing people with disabilities in the Czech Republic and Germany, with focus on measures enhancing their employment. The reason for me to research on this topic was my work experience from a program of supported employment for people with mental disabilities, where I was often confronted with the limits of the legal regulation in our country. In the thesis I compare the legal systems of the two countries and try to suggest, on the example of the German practice, in which way the Czech regulation could develop. As a source of information I used mainly the legislation, legal literature and a wide range of documents of both state authorities and non-governmental organisations.

The thesis is divided into four chapters. In the first chapter I describe the rights of people with disabilities as they are granted in the international conventions and the law of the European Union. The second chapter explains the legal regulation of employing people with disabilities in the Czech Republic, at first it describes the relevant legislation, further the definition of disability and mainly it analyses the particular measures supporting the employment of people with disabilities. The third chapter deals with the legal regulation of employing people with disabilities in Germany, maintaining the same structure as the previous chapter. In the fourth chapter I compare the legal situation in both countries and including my personal opinion I try to point out the advantages and disadvantages of the instruments the law provides to support the employment of people with disabilities. In the summary I suggest the possible amendments of the Czech Employment Act that could be considered.