

Abstract

Approximately every tenth citizen in the Czech Republic suffers from a disability. Persons with disabilities form a vulnerable group in the labour market, which is caused mainly by a lower level of their education. Therefore, it is important that legislation protects the disabled persons and encourages employers to their employment. Employing of disabled people is in the interest of entire society and also has an integrative dimension.

The main objective of this thesis is to assess comprehensively the legal regulation of the employment of persons with disabilities in the Czech Republic, to reflect recent amendments to applicable legislation and simultaneously to verify the premise that these regulations are satisfactory and feasible in practice. The thesis consists of four parts.

The first part focuses on the basic definitions and states in which aspects some similar terms are identical or different. Special attention is paid to the definition of a "disabled person" in all its major forms.

The second part deals with international and European regulation, by which the Czech Republic is bound and with which the national legislation must be in accordance. The chapter focuses on a wide range of legal documents that give direction to Czech legislation and grant certain rights to disabled persons.

The third part is devoted to employment and the rights of persons with disabilities in the Czech legal system. At first, historical context and the development of the employment of persons with disabilities on the territory of the Czech Republic from 1918 to the present is described for the purpose of introduction into the field of study. Subsequently, attention is focused on the specific juridical institutes related to the employment of persons with disabilities, such as concept of reasonable accommodation, fulfillment of the mandatory share or vocational rehabilitation. All rights of the employers are characterized, including motivating benefits provided by the state, as well as their responsibilities.

The fourth part is practical. It deals with the fulfillment of the mandatory share and the total state of employment of persons with disabilities in our country using statistical data. It also reveals the weaknesses of juridical institutes, which were supposed originally to promote employment of persons with disabilities, but various entities abuse them. Finally, some recommendations, which should improve the employment of persons with disabilities in the Czech Republic are provided, partly inspired by foreign regulations.