

ABSTRACT

Supported Employment is one of the main tools of active labour market policies for the people who are disadvantaged or with disabilities. It aims to aid people are disadvantaged when finding employment themselves, provides assistance when looking for and choosing the right employment and with preparations for its execution, facilitation of the first contact with employer and colleagues, and ongoing support not only to the person with disability, but also to his colleagues and superiors who will be in contact with him. The thesis focuses on the issue of supported employment and its relation to diversity management, which covers the topic of management of employing the minorities and disadvantaged groups. From this perspective the thesis discusses the attitudes and prejudices, that often pose a barrier to supported employment and effective interaction of people with disabilities and without. Research aims to explore these attitudes and to explore the support, that employers and employees working in the companies there the supported employment takes place are provided. The hypotheses stating there would be a difference in attitudes toward people with disabilities and toward organizational diversity between the research and the control group, were not confirmed. Qualitative analysis revealed the specific topics of initial training and ongoing training and support among employers and employees working in the companies where SE takes place. It seems they focus on individual development and mentoring, supervisions of the crisis situations that may occur when interacting with people with disabilities, and training on effective team cooperation.

Supported Employment, people with disabilities, support, diversity management, attitudes, prejudices