

Abstract

The thesis focuses on what are the structural limits of the system of support for employment of persons with disabilities. To answer the research question, great attention is first devoted to getting acquainted with individual actors in this issue. This substantial part of the thesis is followed by a presentation of the theoretical anchor of the thesis, which is New public management and game theory. Subsequently, the thesis presents a wide range of data on which it is based.

A significant part of these data are purposefully collected primary data, the analysis of which provides a unique insight into the labour market for persons with disabilities. The benefit of the thesis also lies in the combination of a large number of other data sources, which are collected in the Czech Republic, but whose summary interpretation has so far been lacking. Individual analytical parts of the thesis then answer the research sub-questions. In the final discussion, the results reflect the theoretical bases used. The main conclusion of the thesis is that the current system setting puts obstacles for a wider level of integration of people with disabilities into the labour market. This is through these specific obstacles – pressure on the participation of people with disabilities into the protected labour market by the Labour Office and insufficient support of employers on the free labour market.

The added value of the thesis is the recommendations for changing the setting of support for employment of people with disabilities in the Czech Republic, which concern in particular the regulation or the complete elimination of compensation as an option to fulfill the obligatory share of employment of people with disabilities, the introduction of support for employers on the free labour market in the direct employment of people with disabilities, and last but not least the interconnection of the work of institutions dealing with the situation of persons with disabilities so far separately.