

Employment of persons with disabilities

Abstract

The aim of this thesis was to present the issue of employment of persons with disabilities in the Czech legal system as comprehensively as possible. Thanks to the fact that persons with disabilities constitute, according to the Czech Statistical Office, more than 10% of the population and their number is increasing, the Czech Republic has this issue quite comprehensive. Apart from the Czech legal system, this thesis also approaches the most important regulations for defining persons with disabilities in international regulation.

The content of this thesis is arranged in five chapters.

The first chapter introduces the basic concepts without which it is impossible to deal with this issue, namely the concept of employment and disability.

The second chapter defines the category of persons with disabilities in the Czech legal system into two categories, namely disabled persons and persons with disabilities.

The third chapter presents the basic definition of persons with disabilities in the most important regulations of the International Organisations. These are the International Labour Organisation, the World Trade Organization, the United Nations, the Council of Europe and the European Union.

The fourth chapter is the key chapter of the whole thesis dealing with the regulation of Employment of Persons with Disabilities in Czech legislation. It highlights the definition and other related issues in the individual laws. The laws that are discussed in this chapter are the laws of the constitutional order, the Labour Code, the Employment Act and the Anti-Discrimination Act.

The fifth and final chapter seeks to outline what steps the Czech Republic is taking to improve access to employment for persons with disabilities under the Disability Support

Instruments. It is divided into two thematic blocks, Active Employment Policy and Vocational Rehabilitation.

It concludes with an assessment of the existing legislation, a reflection on possible improvements and an acknowledgement of the right measures.