

Abstract

The subject of this Master's Thesis is to present some legal aspects of employment of persons with disabilities. This thesis deals with the subject particularly with respect to national policy of employment and individual labour-law relations. The largest part of text is devoted to the efforts of the state to reach higher employment rate of persons with disabilities and to compensate their inherent handicaps.

This thesis is divided into seven thematic parts. The introduction is followed by part that defines basic terms of employment of people with disabilities which are not legally defined. The issue concerns the terms which are regularly mistaken in common conversation such as disability and handicap.

The third part contains an overview of the most important documents, of significant international organizations, which contain the definition of persons with disabilities. These most significant international organizations are the International Labour Organisation, the World Health Organization, the United Nations, the Council of Europe and the European Union.

The fourth part contains the definitions of person with disabilities according to five acts of Czech legislation. Every act uses different legal term for persons with disabilities and it defines them in different way. Some acts do not contain own definitions and persons with disabilities are defined using definitions of other acts. For example the Employment Act refers to the definition contained in the Pension Scheme Act.

The fifth part deals with legal institutes that motivate employers to employ persons with disabilities. These legal tools motivate both positively and negatively. There are also described legal tools which are used in individual labour-law relations. These legal tools are contained mostly in the Labour Code but also in the Anti-Discrimination Act.

Then follows part which evaluates efficiency of state funds invested in support of employment of persons with disabilities. Materials for this part of this thesis is the report of the Supreme Audit Office. The closing part of this thesis summarizes and evaluates subject matter from the point of view of the author.