

Zaměstnávání handicapovaných

# Employment of individuals with disabilities

# Czech union for supported employment

## Unemployment:

- Unemployed citizens with visual impairment – cca 70 %
- General unemployment rate – cca 6 %
- 10 % of the Czech population are Individuals with disabilities - cca 1 mil.

# Employment for individual with a disability

- Individuals with a disabilities are specially protected on the labor market

# Legal prohibition of discrimination

- Emphasize the necessity of supporting broader integration and participation for the people with a disabilities in all aspects of social life including labor market and education
- Severely disabled people are currently loosing their jobs ->  
The current situation – decreasing financial support for companies by 25 percent  
Highly criticised by the association of employers of people with disabilities.
- The employer may receive up to 360EUR a month for one person with a disability and for the others maximum of 260EUR monthly. The support is received from the government by companies, which have more than one half of their whole employees with a disability.

# Clinician-rating health state

- The fact who is and who is not disabled is decided by the clinician of the Bureau of Labor

# Benefits for employers:

- Social and moral prestige
- Tax allowance
- Financial support from Bureau of Labor
- Fill the quota for employing individuals with a disability

# The Employment Act nr.435/2004

- Every employer with more than 25 workers should:
  - employ people with a disability (4%)
  - Buy services or products from the companies which employ more than 50% of people with disabilities
  - Pay a fine to the state budget – called alternative filling
    - 2,5 times the average monthly gross wage, which exceeds 799EUR.
- The fines go directly to the state budget, not to support individuals with special needs

# Employers have statutory duty

- To advertise - this is the place where we have a places for individuals with a disability
- Inform the public and state administration
- Spread information
- Cooperate with Bureau of labor
- Register of employees with a disability
- Register work places
- If the duty of employment of individuals with disabilities (minimal 4% of all workers) is not fulfilled by an employer, the Bureau of labor orders a duty of paying the fine in accordance with special prescript
- For every non employed person with disability to pay 2.5 multiple of month gross wage, which omust exceed 799EUR
- The decision to pay the fine instead of employing a person must be announced to the Bureau of labor



# Employers have rights to

- Requesting the Bureau of labor for
  - Information and advices (help)
  - participation
  - cooperation

# Addition information

- Employers, who are organizational parts of the Czech Republic government or are managed by the state cannot chose to pay the fine as an alternative to not employing a person with a disability
- Exaction of the fines is provided by the local government
- Average monthly gross wage in the Czech Republic is aproximately 868EUR (III.2007)

# Other provisions of the Employment act

- Special benefits are provided for the following:
  - Sheltered Workshops or
  - Sheltered Work Places
  - Retraining courses
  
- Any discrimination is strictly prohibited