

Ondřej Kročil\*  
Miroslav Dopita\*\*  
Richard Pospíšil\*\*\*

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## INTEGRATION SOCIAL ENTERPRISES AS A TOOL OF EMPLOYMENT POLICY

*Employment policy as part of the social policy of the state has two basic objectives - achieving full employment and protection against unemployment. There are many groups of people who are highly vulnerable to unemployment on the labour market. For these people, the existence of so-called integration social enterprises, which can offer them a job opportunity, can be particularly useful. If integration social enterprises are supported by the state, we can talk about an active employment policy. Objective of this research is to determine representation of integration social enterprises in a selected region of the Czech Republic and to assess their potential in the context of state employment policy. Although legislative conditions for social enterprises have not yet been developed in the Czech Republic, the research shows that social enterprises have the potential to become a useful tool of active employment policy. It was found that the target group of analysed social enterprises are mainly people with disabilities, who may have a problem with finding a job under current circumstances in the labour market of the*

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\* O. Kročil, Ph.D., Department of Applied Economics, Palacký University Olomouc, Czech Republic (E-mail: [ondrej.krocil@seznam.cz](mailto:ondrej.krocil@seznam.cz)).

\*\* M. Dopita, Ph.D., Department of Sociology, Andragogy and Cultural Anthropology, Palacký University Olomouc, Czech Republic (E-mail: [miroslav.dopita@upol.cz](mailto:miroslav.dopita@upol.cz)).

\*\*\* R. Pospíšil, Ph.D., Department of Applied Economics, Palacký University Olomouc, Czech Republic (E-mail: [richard.pospisil@upol.cz](mailto:richard.pospisil@upol.cz)).

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*Czech Republic. Without the contribution of analysed social enterprises, the excess of supply over demand for labour of people with disabilities would increase an additional 7.37 percent.*

*Keywords: integration social enterprise, disadvantaged people, employment policy*

## **1. Introduction**

Social entrepreneurship is one of several approaches by which enterprises may contribute to solving urgent problems at global or regional level including among other things social inequality, unemployment, criminality, or negative environmental impacts of enterprises. Social entrepreneurship is still an area that is struggling with terminological disunity and various definitions.

Even though this approach is not a part of the legislation of some countries, a social enterprise should always fulfil certain criteria that differentiate it from enterprises that cannot be considered social. The European Commission, as one of the most important institutions of the European Union, defines a social enterprise as a provider of goods whose aim is to achieve socially beneficial objective rather than generate profit for its shareholders. A social enterprise may be beneficial in several areas, for example in integration of disabled people or long-term unemployed people, or in providing public utility (education, health care etc.).

It is evident from the abovementioned definition that the central principle of this kind of entrepreneurship is fulfilment of so called social pillar. A social enterprise should also pursue other two principles of so called triple bottom line that are represented by economic (efforts aimed at economic prosperity) and environmental pillar (environmental care). Triple bottom line principle is explained for example by Slaper and Hall (2011).

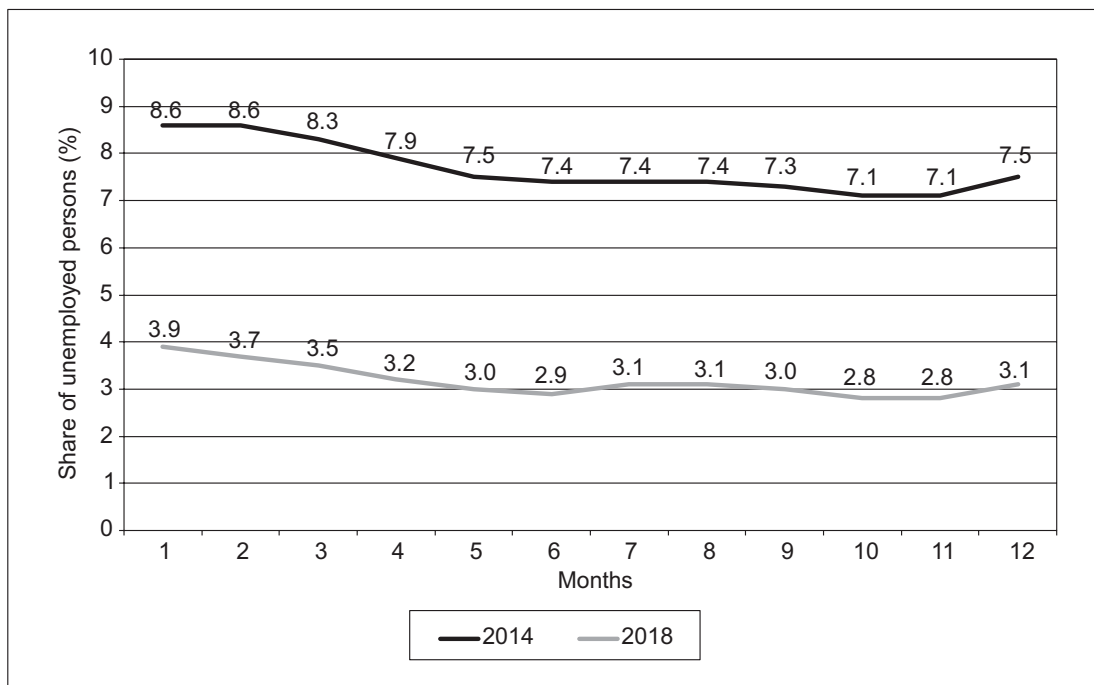
In connection with economic principle, which means generating profit and subsequent profit distribution, a question arises if a social enterprise should be designed as a profit or a non-profit organization. Current practice shows that both types of organizations are widely used. A non-profit organization, that may generate profit but not for the purpose of profit distribution, naturally meets one of the criteria of a responsible business because its profit must be used to a significant extent for further development of the enterprise and its socially beneficial objective. On the other hand, a profit organization has the right to distribute its net income between shareholders but in the case of non-profit organization, distribution of net income between shareholders is very limited. In our opinion, it is not possible to consider every non-profit organization to be a social enterprise because not every

non-profit organization is able to operate with regard to its economic sustainability. Indian entrepreneur Atul Tandon takes a different view and sees every non-profit organization as a social enterprise (Chhabra, 2015).

One of the objectives of a social enterprise is employing people who are disadvantaged in the labor market – in this case, we talk about so called integration social enterprise (this concept is described in the next chapter). The current labor market in the Czech Republic is characterized by a low share of unemployed people. As Figure 1 shows, the share of unemployed persons in the Czech Republic in 2018 was significantly lower than in the end of the economic crisis - 2014.

*Graph 1.*

#### THE SHARE OF UNEMPLOYED PERSONS IN THE LABOR MARKET OF THE CZECH REPUBLIC IN 2014 AND 2018



Source: Labor Office of the Czech Republic.

However, we can assume that people disadvantaged in the labor market may have a problem with finding a job, although the share of unemployed persons in the Czech Republic is low in general. We also suppose that integration social enterprises could contribute to solving these difficulties.

Integration social enterprises have become the core of this research. The main goal of the research presented in this paper is to determine the representation of integration social enterprises in a selected region of the Czech Republic and to assess their potential in the context of state employment policy, using researched question approach. To reach the main goal of the research, following research questions were determined:

- RQ1: How are integration social enterprises linked with employment policy of the Czech Republic?
- RQ2: What is the representation of integration social enterprises among social enterprises in Olomouc region listed in the database managed by Ministry of Labour and Social Affairs of the Czech Republic?
- RQ3: What are the groups of disadvantaged people in the labour market that integration social enterprises in Olomouc Region listed in the database managed by Ministry of Labour and Social Affairs of the Czech Republic focus on and how this focus meets the needs of employment policy of the Czech Republic?

The article is divided into five chapters. The second chapter contains an overview of current literature focused on social entrepreneurship in general and on integration social enterprise. The third chapter presents the data and methods used in the research. In the fourth chapter, the authors introduce the results of their research and answer the three research questions. In conclusion, the limits and other research possibilities are presented.

## 2. Literature review

Social entrepreneurship is examined from various points of view. Austin, Stevenson and Wei-Skillern (2006) offered comparison of classic business model and concept of social enterprise. Contributions of social entrepreneurship and typology of social enterprises were analysed by Zahra, Gedajlovič, Neubaum and Shulman (2009). Noruzi, Westover and Rahimi studied this concept in view of its development in current business environment (2010). From the perspective of social entrepreneurship, Yunus, recipient of Nobel Prize for Peace and founder of Grameen Bank, described social entrepreneurship model based on example of his company (Yunus, Moingeon & Lehmann-Ortega, 2010). Social entrepreneurship limits were defined by Saifan (2012).

As mentioned above in the introduction of this article, a comprehensive definition of social entrepreneurship seems to be very problematic also because of

existence of several types of enterprises that may be considered to be social enterprises. The pending law about social entrepreneurship in the Czech Republic defines two forms of social enterprises – integration and general social enterprise (this research is based on definitions according to this law). For comparison with other EU countries, Slovak law about social entrepreneurship defines three types of social enterprises, namely energy focused social enterprise, social enterprise providing housing and integration social enterprise. On the contrary, Austrian legislation defines only integration social enterprise, universally abbreviated as WISE (Work Integration Social Enterprise).

An integration social enterprise may be defined as an enterprise whose main objective is to help people who are disadvantaged in the labour market. These enterprises integrate disadvantaged people to working and social life by allowing them to do effective work or other activities (Nyssens, 2006). Spear and Bidet (2005) note that it is possible to find fundamental differences even between integration social enterprises, namely if they provide temporary work induction, temporary employment or permanent jobs. Conception of WISE differs even across EU countries (Davister, Defourny & Gregoire, 2004). Po-ying Ho and Chan (2010) focused on WISEs in Hong Kong, and O'Hara and O'Shaughnessy focused on WISEs in Ireland. Braunerhjelm and Hamilton (2012) also included integration social enterprises into their text. Social enterprises as an instrument of social inclusion have become the subject of a book by Kummitha (2017). Integration social enterprises are analysed from various points of view and in environments of various countries, from this perspective, we may mark them as a current trend at least in research field. The data and results presented in this research were published in Czech language by the authors of this article in a journal focused specifically on Czech readers (Kročil, Dopita & Pospíšil, 2019).

A close connection may be found between state employment policy and integration social entrepreneurship. Kuchař (2007) points out that according to the Act on employment, main objectives of employment policy are achieving full employment and protection against unemployment. According to Potůček, employment policy, which is one of areas of social policy, has several functions:

- Employability of labour force in the labour market (qualification and retraining function)
- Active influencing of the labour market with the objective to increase its absorption capacity (job creation)
- Transmission of information concerning current labour market demand and supply (intermediate function)
- Unemployment benefit (palliative function)

According to how the state combines these functions, we distinguish:

- Passive employment policy (attention is paid to transmission of demand and supply in the labour market and unemployed people are granted unemployment benefit)
- Active employment policy (emphasis is placed on creating new jobs and on employability of labour force in the labour market)

Integration social enterprises that help to integrate disadvantaged people in the labour market into society may obtain public-budget-based support, for example grant contribution to establishment of worthwhile jobs which are of social value or using resources from European Social Fund whose managing body in the Czech Republic is Ministry of Labour and Social Affairs. In both cases, active employment policy is implemented. Financing methods of social enterprises in European countries are explained for example by Defourny and Nyssens (2010) who say that social enterprises may have both equity and debt capital resulting from public budgets.

### 3. Methods and Data

Considering the abovementioned objective, the following research questions were determined:

RQ1: How are integration social enterprises linked with employment policy of the Czech Republic?

RQ2: What is the representation of integration social enterprises among social enterprises in Olomouc region listed in the database managed by Ministry of Labour and Social Affairs of the Czech Republic?

RQ3: What are the groups of disadvantaged people in the labour market that integration social enterprises in Olomouc Region listed in the database managed by Ministry of Labour and Social Affairs of the Czech Republic focus on and how this focus meets the needs of employment policy of the Czech Republic?

16 enterprises active in Olomouc Region listed in the database managed by Ministry of Labour and Social Affairs of the Czech were chosen as a research sample. It is assumed that these social enterprises fulfil principles and indicators specified in Table 1 and Table 2 and are simultaneously a part of an electronic resource that includes the abovementioned database. It is possible that there are social enterprises active in Olomouc Region that fulfil these principles but that are not listed in the database (for example, because they did not express interest in being listed in it). Since these enterprises are not a part of this research, we consider the abovementioned 16 social enterprises that are listed in the database to be our research sample.

Table 1.

## SOCIAL ENTERPRISE PRINCIPLES

Principle	Meaning
Social impact	Implementation of activities beneficial for society or for a specific group of disadvantaged people
	Employing of disadvantaged people in the labour market (in case of WISE)
Economic impact	Possible profit is used for further development of an enterprise
	Autonomy in management decision-making
	Sales from sale of own products and services must form at least a part of revenue
	Ability to manage economic risks
Environmental impact and impact on local society	Taking into consideration environmental impacts of business activities of an enterprise
	Cooperation of a social enterprise with local entities

Source: Ministry of Labour and Social Affairs of the Czech Republic, TESSEA.

Table 2.

## SOCIAL ENTERPRISE INDICATORS

Area	Indicator
Social	Employees are regularly and systematically informed of activities of an enterprise, its revenues and implementation of socially beneficial activity
	<b>People from disadvantaged groups form at least 30 % of all employees (in case of WISE)</b>
Economic	At least 50 % of profit is used for further development of an enterprise and socially beneficial objective of an enterprise
	Management is independent of other entities in decision making
	Sales from sale of own products and services form at least 30 % of total revenue
	An enterprise uses one of standard methods of economic management or risk management
Environment and local society	An enterprise formulated principles of environmentally friendly policy and fulfils them in practice
	An enterprise communicates and cooperates with local entities

Source: Ministry of Labour and Social Affairs of the Czech Republic, TESSEA.

For determining whether a social enterprise is or is not an integration social enterprise, we focus on fulfilment of the second requirement stated in Table 2, namely that an integration social enterprise must employ at least 30 % of disadvantaged employees who may be employed both temporarily or permanently.

Methodology of Chamber of Social Enterprises and Socially Responsible Organizations can be used for determination of groups of disadvantaged people in the labour market. It defines these groups:

1. People with disabilities
2. Adolescents and young adults (threatened by social pathologies, leaving residential institutions and so forth)
3. Homeless people
4. People leaving institutions after execution of custodial sentence
5. Victims of crime, domestic violence, human trafficking, commercially exploited people
6. People caring for dependents
7. People with experience with substance addiction
8. Long-term unemployed people who are registered as jobseekers at Labour Office of the Czech Republic for more than 1 year
9. Other unspecified socially excluded people or people at risk of social exclusion

The methodology provides a broad spectrum of disadvantaged people in the labour market who we may meet in real life.

Employment Strategy Until 2020 of Ministry of Labour and Social Affairs of the Czech Republic (reference listed in Bibliography) uses another definition that works with these groups:

- a) Youth (age group under 25, respectively university graduates under 30)
- b) Elderly people (older age group, especially in pre-retirement age)
- c) People with disabilities
- d) Socially excluded people and low-skilled people

Two abovementioned methodologies offer overlap of groups of disadvantaged people in the labour market that we consider to be applicable from the point of view of our research. We will regard disadvantaged people in the labour market to be:

- People with disabilities – they are included in both methodologies
- Elderly people (older age group, especially in pre-retirement age) – they are included only in methodology of Employment Strategy Until 2020 of Ministry of Labour and Social Affairs of the Czech Republic, however, be-



cause of current labour market situation and because large number of unemployed people belongs into this group, we consider them to be disadvantaged

- Socially excluded people – they are a part of point d) of methodology of Employment Strategy Until 2020 of Ministry of Labour and Social Affairs of the Czech Republic that includes points 3., 4., 5., 6., 7., and 9. of methodology of Chamber of Social Enterprises and Socially Responsible Organizations
- Low-skilled people (with no education, with incomplete elementary education, or with elementary education)
- Long-term unemployed people (12-24 months and over 24 months)

Statistics of Ministry of Labour and Social Affairs of the Czech Republic that we use in this research and that reports the structure of jobseekers and job vacancies every month at the last date of the reporting period, complies with our definition, and we assume that ‘socially excluded people’ group corresponds to ‘people in need of special assistance’ group.

## 4. Results

### 4.1. Research Question No. 1

Employment policy is closely linked to state economic and social policies. Even though unemployment rate is very low in the most recent period (3,5 % in April 2018), and thereby one of the objectives of economic policy is fulfilled, in case of social policy focused on integration of socially excluded people, or rather disadvantaged people in the labour market, into society, this positive development is slower. Among disadvantaged people in the labour market may be included people with disabilities, unskilled people or low-skilled people, young people, people after parental leave, people after execution of custodial sentence and so forth.

It is stated in the most recent analysis of Ministry of Labour and Social Affairs of the Czech Republic for year 2017 that with a decline of total unemployment in the first half of 2017, there was also a decrease of number of unemployed belonging to disadvantaged groups, however this decrease was slower than in case of total unemployment and therefore percentage of disadvantaged people among unemployed increased.

One important instrument in addressing this issue may be social enterprises that are mentioned in Employment Strategy Until 2020 of Ministry of Labour and Social Affairs of the Czech Republic. Social enterprises are viewed as an alterna-

tive form of support for promoting job creation for people with difficulty accessing employment that is currently developing.

Authors of this document also state that in social entrepreneurship sector it is necessary to find broader consensus among departments of Ministry of Labour and Social Affairs of the Czech Republic, Ministry of Industry and Trade of the Czech Republic, and Ministry of Regional Development of the Czech Republic. It is essential to extend consultancy network for new social entrepreneurs (in cooperation with Ministry of Industry and Trade of the Czech Republic) and to improve socially responsible public procurement (in cooperation with Ministry of Regional Development of the Czech Republic).

The absence of law about social entrepreneurship makes the last abovementioned area, socially responsible public procurement, more complicated. Public procurement may be reserved directly for social enterprises, nevertheless, it is not possible to use term 'social enterprise' because of the abovementioned reason, but it is essential to precisely define what enterprises are considered to be social enterprises by a public procurer. We again recommend using principles and indicators indicated in Table 1 and 2 of this article (socially responsible public procurement).

As a source of support to establish integration social enterprises in the Czech Republic serves operation programme Employment managed by Ministry of Labour and Social Affairs of the Czech Republic that reallocates resources from European Social Fund.

#### ***4.2. Research Question No. 2***

It follows from data available in database of Ministry of Labour and Social Affairs of the Czech Republic that most social enterprises of total number of 16 social enterprises focus on employing disadvantaged people in the labour market. Based on this data, it is not possible to determine whether all of them are integration social enterprises that must employ more than 30 % of disadvantaged workers, or whether some of them are social enterprises in general that may employ lower percentage of disadvantaged workers. Therefore, we decided to do more detailed research of these 16 social enterprises with the aim of identifying what is the proportion of disadvantaged workers in the labour market on total number of workers they employ. For the purposes of this research, we used data that these social enterprises provided us with at the date 30<sup>th</sup> April 2018 without taking into consideration data on proportion of employees from disadvantaged groups on total number of employees expressed in converted average annual number of employees that includes workers with an employment contract, agreement of work activity

and work performance agreement. Within the research, number of all workers employed by a social enterprise (no matter if they work full-time or part-time) were compared with number of workers belonging among disadvantaged people in the labour market employed by the same social enterprise (no matter if they work full-time or part-time). Business representatives of all 16 social enterprises were asked the following questions by e-mail or by phone:

- How many disadvantaged workers does your enterprise employ?
- What is the proportion of disadvantaged workers in the labour market to total number of workers who your enterprise employs?
- What group of disadvantaged people in the labour market does your enterprise focus on?

Table 3 is based on answers to the second question. If social enterprises stated that they employ more than 30 % of disadvantaged workers in the labour market of total number of their employees, they were classified as integration social enterprises.

*Table 3.*

**SOCIAL ENTERPRISES IN OLOMOUC REGION LISTED  
IN THE DATABASE OF MINISTRY OF LABOUR AND SOCIAL AFFAIRS  
OF THE CZECH REPUBLIC**

<b>Business name</b>	<b>Percentage of disadvantaged workers</b>	<b>Integration/ general social enterprise</b>
Senza Družstvo	70,5 %	integration
Zahrada 2000	81 %	integration
Naše Café	89 %	integration
Centrum rehabilitačních služeb Jitro	53 %	integration
Reparto Zábřeh	82 %	integration
Ergones	38 %	integration
Trend vozíčkářů	51 %	integration
OZS sociální podnik	100 %	integration
Pro dotyk	not informed	general
BEC družstvo	76,5 %	integration
VIDA	cessation of activities	could not be determined
Granites	did not provide data	could not be determined
Přirozenou cestou	82 %	integration
Interwork service	did not provide data	could not be determined
VS Rychleby	83,3 %	integration
Edukol	not informed	general

Source: Own research.

It follows from Table 3 that we may classify 11 social enterprises from total number of 16 surveyed social enterprises as integration social enterprises. Remaining 5 social enterprises do not focus on integration of disadvantaged people, or did not provide required data, or already ceased their activity.

### 4.3. Research Question No. 3

The following part of the research works only with 11 social enterprises that we may classify as integration social enterprises. For answering the research question ‘What are the groups of disadvantaged people in the labour market that integration social enterprises in Olomouc Region listed in the database managed by Ministry of Labour and Social Affairs of the Czech Republic focus on and how this focus meets the needs of employment policy of the Czech Republic?’, it is not sufficient to know proportions of disadvantaged workers stated in Table 3, but it is necessary to express in absolute terms how many disadvantaged people these social enterprises employ. Answers to both parts of this research question are stated in Table 4.

Table 4.

#### INTEGRATION ENTERPRISES IN OLOMOUC REGION AND DISADVANTAGED GROUPS OF PEOPLE THAT THEY EMPLOY

Business name of integration social enterprise	Disadvantaged group of people in the labour market	Number of employed disadvantaged people (in absolute numbers)
Senza Družstvo	People with disabilities	43
Naše Café	People in need of special assistance (people after addiction treatment)	8
Centrum rehabilitačních služeb Jitro	People with disabilities	10
Reperto Zábřeh	People with disabilities	14
Ergones	People with disabilities	15
Zahrada 2000	People with disabilities	39
OZS sociální podnik	People with disabilities	6
Trend vozíčkářů	People with disabilities	23
Přirozenou cestou	People with disabilities	9
VS Rychleby	People in need of special assistance (Roma women or women of mixed race living in Roma settlement)	5
BEC Družstvo	Long-term unemployed people	13

Source: Own research.

The most widespread group of disadvantaged people in the labour market, that surveyed social enterprises focus on, is people with disabilities. People in need of special assistance and long-term unemployed people are represented to a lesser extent. Specification of people in need of special assistance is stated in Chapter 1 of this article. Table 5 summarises numbers of disadvantaged people employed by surveyed social enterprises as total number of people from individual groups.

*Table 5.*

**SIZE OF DISADVANTAGED GROUPS OF PEOPLE IN THE LABOUR MARKET EMPLOYED BY SOCIAL ENTERPRISES**

<b>Disadvantaged group of people in the labour market</b>	<b>Size of the group</b>
People with disabilities	159 people
People in need of special assistance	13 people
Long-term unemployed people	13 people

Source: Own research.

Table 6 includes numbers of jobseekers belonging to individual groups of disadvantaged people in the labour market who were registered by individual workplaces of Labour Office of the Czech Republic in Olomouc Region in April 2018.

*Table 6.*

**CANDIDATES FOR VACANT POSTS FROM DISADVANTAGED GROUPS OF PEOPLE IN THE LABOUR MARKET (OLOMOUC REGION, APRIL 2018)**

<b>Disadvantaged group</b>	<b>Number of candidates</b>
People with disabilities	2919
People in need of special assistance	86
People with no education	15
People with incomplete elementary education	28
People with only elementary education	4548
Long-term unemployed people (more than 24 months)	5343
Elderly people	2624

Source: Labour Office of the Czech Republic.

Note: Groups contained in different sections of the table may overlap with other groups contained in other sections of the table.

While Labour Office of the Czech Republic provides regular statistics on job vacancies for disadvantaged people in the labour market for each period, data on job vacancies are more difficult to obtain for these people, or data cannot be obtained whatsoever for some groups (people in need of special assistance, long-term unemployed and elderly people).

*Table 7.*

**JOB VACANCIES DESIGNATED FOR DISADVANTAGED GROUPS OF PEOPLE IN THE LABOUR MARKET (OLOMOUC REGION, APRIL 2018)**

<b>Disadvantaged group</b>	<b>Number of job vacancies</b>
People with disabilities	762
People in need of special assistance	could not be determined
People with no education	221
People with incomplete elementary education	7
People with only elementary education	5013
Long-term unemployed people (more than 24 months)	could not be determined
Elderly people	could not be determined

Source: Labour Office of the Czech Republic, own research.

For comparison of data stated in Table 6 and 7 applies that in case of people with disabilities and people with incomplete elementary education, excess of supply over demand for labour prevails. On the other hand, in case of people with no education and people with only elementary education, excess of demand over supply for labour was identified. In case of people in need of special assistance, long-term unemployed and elderly people, we are not able to define these relations.

Table 8.

RELATIONSHIP BETWEEN SUPPLY AND DEMAND OF  
DISADVANTAGED GROUPS IN THE LABOUR MARKET IN OLOMOUC  
REGION (APRIL 2018)

<b>Disadvantaged group</b>	<b>Kind of relationship</b>	<b>Size of excess</b>
People with disabilities	Excess supply	2157 people
People with no education	Excess demand	206 people
People with incomplete elementary education	Excess supply	21 people
People with only elementary education	Excess demand	465 people

Source: Own research.

It is evident from Table 8 that particularly people with disabilities may have a problem with finding a job under current circumstances in the labour market. Social enterprises active in Olomouc Region that are listed in the database managed by Ministry of Labour and Social Affairs of the Czech Republic help to increase the demand for labour and employ 159 people with disabilities in considered period. Without their contribution, excess of supply over demand for labour of people with disabilities would increase to 2316 people, thus by 7,37 %. Excess of supply over demand for labour was identified also for people with incomplete elementary education and this group may partially overlap with other disadvantaged people who social enterprises focus on.

## 5. Conclusion

Social entrepreneurship may be labelled as a current research trend because of its plentiful representation in scholarly publications. Yet it is possible to find several areas that are not researched by these publications. One of them is a topic that is presented by this article. The objective of this article is to contribute to research in the area of connection of social enterprises and employment policy, with focus on a selected region of the Czech Republic.

It was found that the target group of analysed social enterprises are mainly people with disabilities, who may have a problem with finding a job under current circumstances in the labour market of the Czech Republic. Without the contribu-

tion of analysed social enterprises, the excess of supply over demand for labour of people with disabilities would increase by another 7,37 %.

It is evident that integration social enterprises, that are the subject of this research, have the potential to become one of effective instruments of active employment policy which is supported by facts that social entrepreneurs most often opt for this type of social enterprise, and that it contributes significantly to integration of people with disabilities, but also by the fact that social enterprises should be economically self-supporting by their nature and they should not rely on support from public resources. Therein lies the abovementioned efficiency potential.

Presented research uncovers number of limits but also possible further research opportunities in this area. Because it is difficult to obtain data from social enterprises, it is beyond the reach of an individual to cover all regions of one state or even create time series that would allow research of integration development of disadvantaged groups of people in the labour market in social enterprises. Because of this we decided to focus on only one region and one specific moment in time.

Attractive research topics, that emerged during realisation of this research, are between others motivation of social entrepreneurs to focus particularly on one disadvantaged group of people (people with disabilities), or comparison of costs and benefits for public funds that arise from activities of social enterprises. It would also be necessary to better develop public databases that would allow for example to uncover overlap of disadvantaged groups of people in the labour market or to keep a record of job vacancies for long-term unemployed, elderly people or people in need of special assistance.

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## INTEGRACIJSKO SOCIJALNO PODUZEĆA KAO ALAT POLITIKE ZAPOŠLJAVANJA

### Sažetak

Politika zapošljavanja kao dio socijalne politike države ima dva osnovna cilja - postizanje pune zaposlenosti i zaštitu od nezaposlenosti. Postoje mnoge skupine ljudi koje su vrlo osjetljive na nezaposlenost na tržištu rada. Za ove ljude, posebno je korisno postojanje takozvanih integracijskih socijalnih poduzeća, koja im mogu ponuditi mogućnost zapošljavanja. Ako država potpomaže integracijska socijalna poduzeća, možemo govoriti o aktivnoj politici zapošljavanja. Cilj ovog istraživanja je utvrditi zastupljenost integracijskih socijalnih poduzeća u odabranoj regiji u Republici Češkoj i procijeniti njihov potencijal u kontekstu državne politike zapošljavanja. Iako zakonski uvjeti za socijalna poduzeća još nisu razvijeni u Republici Češkoj, istraživanje pokazuje da socijalna poduzeća imaju potencijal postati korisnim alatom aktivne politike zapošljavanja. Utvrđeno je da su ciljna skupina analiziranih socijalnih poduzeća uglavnom osobe s invaliditetom, koje mogu imati problem s pronalaskom posla u trenutnim okolnostima na tržištu rada u Republici Češkoj. Bez doprinosa analiziranih socijalnih poduzeća, višak ponude nad potražnjom za radnom snagom osoba s invaliditetom povećao bi se za dodatnih 7,37 posto.

Ključne riječi: integracijsko socijalno poduzeće, osobe s invaliditetom, politika zapošljavanja