

ABSTRACT

Social economy is a widely discussed topic in the Czech Republic and other states at the moment. This is mainly thanks to its positive impact on the employment of disadvantaged persons and their integration into the society, which is in many cases very difficult and the state fails to provide for it. The support for disadvantaged persons and their entering open job market is still struggling and the tools that the engaged parties try to use do not always work. Social enterprise is one of the possible solutions to this problem. The thesis's theoretical part outlines the topic of social enterprise taking into account both external (legislation, funding, legal forms) and internal (disadvantaged persons employment specifics, organizational culture, employees mentoring and development) factors that affect the way social enterprises work. The practical part uses qualitative research to focus on the opinions of persons with disabilities and executives on the development of social enterprises employees and their possible transfer to the open job market. It summarizes the recommendations for development of their employees' competences so that the system would be as permeable as possible and the employment of the disadvantaged persons as high as possible.

Keywords: development of people with disabilities, social economy, social enterprise, support of the employment of people with disabilities, work integration social enterprise