

Social entrepreneurship and work integration

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Summary of the last meeting...

Social entrepreneurship

Social entrepreneurship is business activity that benefits society and the environment. It plays an important role in local development and often creates employment opportunities for people with health, social or cultural disadvantages. Profits are largely used to further develop the social enterprise. Making a profit is as important to a social enterprise as increasing public benefit.

Social enterprise

A social enterprise is defined as a "social enterprise entity", i.e. a legal entity established under private law or a part thereof or a natural person that complies with the principles of a social enterprise. A social enterprise pursues a public benefit objective which is formulated in its founding documents. It is founded and developed on the concept of the so-called triple benefit - economic, social and environmental.

Social enterprise principles

Social benefit

- socially beneficial objective of employment and social inclusion of disadvantaged people in the labour market as formulated in the founding documents
- participation of employees and members in the direction of the enterprise

Economic benefit

- any profits are used preferably for the development of the social enterprise and/or for the fulfilment of its socially beneficial objectives
- independence (autonomy) in managerial decision-making and management from external founders or founders
- at least a minimum share of revenues from the sale of products and services in total revenues

Social enterprise principles

Environmental benefit

- taking into account the environmental aspects of production and consumption and/or carrying out activities that benefit the environment

Local benefit

- meeting the needs of the local community and local demand
- the use of local resources as a priority
- social enterprise cooperation with local actors

Social benefit – inclusion in the labour market

Universal Declaration of Human Rights (1948), Article 23

1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
2. Everyone, without any discrimination, has the right to equal pay for equal work.
3. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
4. Everyone has the right to form and to join trade unions for the protection of his interests.

Social benefit – inclusion in the labour market

Convention on the Rights of Persons with Disabilities (2006), Article 27

<https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-persons-disabilities>

1. States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities. States Parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps...
2. States Parties shall ensure that persons with disabilities are not held in slavery or in servitude, and are protected, on an equal basis with others, from forced or compulsory labour.



What does it mean to be employed?

Benefits of employment

Regular wage/salary

Regular shared experience and contact with people outside the nuclear family

Achieving individual goals

Personal status and identity

Regular activity

Access to education, health, other services

Material benefits

Adequate housing

Participation in political and civic life

Employment and dependent work

- **Employment:** performance of dependent work between employees and employers, employment relationship
- **Dependent work:** relationship of employer's superiority and employee's subordination, according to the employer's instructions
- **Dependent work:** performed for a wage, salary or remuneration for work, at the employer's expense and responsibility
- **Dependent work:** performed exclusively in a basic employment relationship.

Employer and Employee

- **Employer:** a person for whom a natural person has undertaken to perform dependent work in a basic employment relationship (legal entity, natural person, or state).
- **Employer** is always a single legal entity. In one employment relationship, an employee has only one employer.
- **Employee:** a natural person who is one of the participants in an employment relationship in which he or she has undertaken to perform dependent work for the employer, for which he or she is entitled to a wage or salary



Who is a person disadvantaged in the open labour market?



A person
disadvantaged in
the open labor
market due to:

- Age
- Health
- Socioeconomic
conditons
- Low or insufficient
qualifications
- Insufficient practice

A person disadvantaged in the open labor market often struggles with:

- Health problems and higher morbidity
- Low work habits
- Poor housing
- Indebtedness, foreclosure
- Lack of social support and social networks
- Low-income
- Inactivity



A person
disadvantaged in
the open labour
market requires:

increased attention
when performing work



Diverse forms of employment

- Employee Sharing
- Job Sharing
- Casual Work
- Mobile Work (home office)
- Voucher-Based Work
- Portfolio Work (a self-employed person who performs small-scale work for a large number of clients)
- Group Employment (Uber, Wolt)
- Collaborative Employment



Active employment policy

- A set of tools and measures that contribute to the creation of new jobs and thus help alleviate the unfavorable situation of job seekers looking for new employment.
- Employers can draw financial support in the form of various contributions.
- The contributions are aimed primarily at supporting the employment of people who cannot find suitable employment in any other way due to their individual characteristics.

Different forms of supported work places

Socially useful jobs

Community service

Requalification

Integration workplace

Integration social enterprise

- Work rehabilitation
- Sheltered workplace
- Integration social enterprise

Basic employer requirements

Willingness to take risks

Perseverance

Strong will

Strive to grow

High work commitment

Willingness to cooperate

Willingness to adapt

Organizational skills

- Flexibility
- Health
- Qualifications
- Patience
- Values
- Humanity
- Solidarity
- Goal



Psychosocial support

- Identification of barriers to entry into the free labor market
- absence of stable housing
- debts, foreclosures
- criminal history
- low education and qualifications
- Support tied to barriers
- e.g. ensuring basic living needs - material needs, housing, debt resolution, mental and physical health, support for work skills



Individual planning

- Meaningful solution to a difficult social situation
- Individualised advisory tool for job seekers to whom the Labour office pays increased care
- Definition of needs and specific steps for change
- Determination of a schedule for the fulfillment of individual activities of the applicant, thanks to which the possibility of the applicant's employment increases

Other means of support

employee personal profile

job skills mapping

sufficient information about employment, operations, job description, duties and obligations

grading of apprenticeship - training

work assistant

Limits of Europe (2024)

<https://vimeo.com/815597945/0c211765c1?share=copy>

<https://hypermarketfilm.cz/en/film/limits-of-europe/>