

## **ABSTRACT**

The diploma thesis deals with the topic of difficult-to-employ persons in social enterprises in the Czech Republic, with a focus on the employment of men with combined handicaps and a criminal history. In the theoretical part, the work is devoted to the definition of terms and the legislative framework related to the social economy, social entrepreneurship and social enterprises. The work names a group of difficult-to-employ persons as a group of disadvantaged persons with specific requirements on the labor market, provides an overview of the social policy of the Czech Republic to support the employment of these persons and provides an overview of the financing options for social enterprises.

The research part of the project includes a qualitative research investigation in the form of a case study of the company Kola pro Afriku, o.p.s., which employs difficult-to-employ men with a criminal history and combined handicaps.

The aim of the thesis is to describe the opportunities, risks, advantages and disadvantages of employing difficult-to-employ men with a criminal history and combined handicaps in the non-profit company Kola pro Afriku, o.p.s.