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SUSTAINABLE DEVELOPMENT AND SOCIAL ENTERPRISES: A BIBLIOMETRIC ANALYSIS

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Purpose: The aim of the article is to identify the key research areas addressed in scientific discussions simultaneously addressing the issues of social enterprises and sustainable development.
Design/methodology/approach: To achieve the declared research aim, a structured literature review method was used to explore the Scopus database. As a result, through a Q1 query, 531 unique scientific papers from the period 2000-2022 were generated for bibliometric analysis in the VOSviewer software. The discussion was additionally supported by conclusions drawn from a classic literature review within the scientific papers identified for this study.
Findings: Social enterprises, like other business entities operating in the market, face the need to implement solutions aimed at sustainable development in their operations. Hence, the question of how such specific entreprises should implement the ideas of sustainable development while maintaining the continuity of their social mission, which is the process of inclusion of socially and professionally excluded people, is increasingly raised in the literature. The indicated analyses showed that the issue of social enterprises is discussed in the context of numerous areas related to the issue of sustainable development. In terms of these areas, a special place is given to the role of social enterprises in the process of striving to achieve certain sustainable development goals, or the issue of sustainable entrepreneurship. Based on the latter area, more and more researchers of the subject distinguish two new categories of social enterprises which are sustainable social enterprises and green social enterprises.
Research limitations/implications: The analyses were limited to the Scopus database. The Q1 query used is, however, of universal character, which means that it can be used in the scope of other databases after possible changes in the form of valid queries (primarily, after adjusting the characters formulating the query). The results obtained based on other bibliometric databases, despite the identical query, may be different, which is due to the issue of indexing individual scientific journals in them. Hence, the results obtained may be a source for other researchers to compare the research results obtained by them on an identical or similar bibliometric query.
Practical implications: The ongoing transformation of social enterprises under the impact of the idea of sustainable development is already being observed. This process is an inevitable direction for the development of social enterprises and, at the same time, may involve additional costs (depending, among other things, on the size and type of activities carried out by individual social enterprises), of which those managing these entities should be aware. Hence, already now those responsible for managing social enterprises should initiate changes in this direction,

which should take place gradually, so that this kind of transformation does not take place at the cost of the social services provided.
Originality/value: The article presents the results of the bibliometric analyses undertaken. Based on the author's keywords, the key research areas addressed in the analyzed scientific publications dealing simultaneously with the issues of social enterprises and sustainable development are indicated. Using overlay visualization, the change in interest over time in particular research areas in the context of the discussed issues from the researchers was highlighted. The performed classical literature review in terms of the author's keywords used, in turn, showed that one of the future directions of research in the context of transformation under the influence of the idea of sustainable development of social enterprises is the issue of the process of greening of such entities. The indicated observed direction of research, in the author's opinion, will play an increasingly important place in the literature on the subject. As a result, researchers will increasingly pay attention to at least the issue of green social enterprises. The article is addressed to all those interested in the issues of social enterprises and their gradual transformation under the influence of the idea of sustainable development.

Keywords: green jobs, green labor market, green social enterprise, social enterprise, sustainable development.

Category of the paper: Literature review.

1. Introduction

Sustainable development is a very important and multidimensional direction of scientific considerations today. This concept is discussed, among other things, through the prism of solutions implemented in various sectors of the economy under the influence of the idea of sustainable development (e.g. Garetti, Taisch, 2012; Liu et al., 2023; Pouresmaieli et al., 2023), the set goals of sustainable development (e.g. Azmat et al., 2023; Heras-Saizarbitoria et al., 2022; Sinha et al., 2020), the development of various types of innovative solutions (e.g. Gibellato et al., 2021; Lorne, 2009; Ottosson et al., 2017), the adopted business models aimed at sustainable development (Bocken et al., 2014; Broccardo et al., 2023), or from the point of view of the functioning of various types of entities in the market and their interaction with stakeholders (Kozar, 2019; Presnyakova, Khryuchkina, 2020). The result of the scientific research undertaken in this area, as noted by the author of this article, is an increasing number of scientific studies that are aimed at indicating how the implementation of the idea of sustainable development in business entities contributes to the ongoing process of transformation of the economy towards sustainable development. Some of such scientific studies are based on the analysis of case studies (e.g. Evans et al., 2007; Hannah et al., 2023; Weissbrod, Bocken, 2017). It is then possible to observe a discourse on the implemented solutions, which are aimed at increasing resource efficiency, reducing the waste generated in the production process, as well as minimizing the emission of greenhouse gases and other types of pollution. Such solutions support the process of greening business entities (Oncioiu et al.,

2019; Shmatko et al., 2021). At the same time, it should be strongly emphasized that such changes implemented in individual business entities can, on a broader scale, lead to a gradual transition from the so-called "brown economy" to a green economy and are therefore aimed at the green transformation of the economy (e.g. Hirose, Matsumura, 2023; Kozar, Sulich, 2023b).

The process of implementing the idea of sustainable development is increasingly discussed by researchers in the context of the operation of social enterprises. Then, in scientific studies, for example, considerations are made on the issue of directing social enterprises on the path of sustainable development in such a way as not to upset the process of implementation by these entities of the adopted social goals (Kozar, 2023). The indicated transformation in the case of this type of entity is not easy, as it should be borne in mind that the purpose of the operation of social enterprises is primarily the implementation of the set social objectives, and not the maximization of the achieved profits. Hence, an important problem becomes how to finance the transformation of social enterprises towards sustainable development. At least some of the pro-environmental changes require significant investment in new equipment, which is characterized, for example, by a higher degree of resource efficiency of the raw materials used in the production process.

The issue of the cost of social enterprises entering the path of sustainable development occupies an important area in the current scientific discourse. However, more and more often from researchers of the subject it is pointed out that this process should be looked at more holistically, since the pace and quality of implemented solutions aimed at sustainable development does not depend solely on the financial capital held, but at least still on the intellectual capital held by the organization, among other things. In previous scientific studies, one can see various types of analyses aimed at discussing issues related to social enterprises in the context of sustainability issues (e.g. Galindo-Martín et al., 2020; Kamaludin, 2023; Kim, Lim, 2017; Picciotti, 2017). Some of this type of consideration is aimed simply at summarizing the current scientific output in this area. These are various types of bibliometric studies aimed at either classical or structured literature reviews (e.g. Diaz Gonzalez, Dentchev, 2021; Jayawardhana et al., 2022; Kah, Akenroye, 2020). These reviews include at least:

- indicating the number of identified scientific papers and their citation rate (especially indicating the most cited scientific publications) (e.g. Hisyam, Lin, 2023; Okano, 2019),
- extracting the key researchers dealing with the studied issues in the context of social enterprises with an indication of their affiliation (e.g. Gonçalves et al., 2016; Granados et al., 2011),
- listing of scientific journals with their ordering in terms of the number of scientific publications on the subject under discussion (e.g. Iswoyo, Narsa, 2023).

In bibliometric analyses of social enterprises, it is still possible to notice a certain lack of in-depth analyses focused on the identification of key research areas through the author's keywords (especially in the context of sustainable development, or the green economy). Attempts to delineate in terms of this type of analysis the future directions of scientific research are increasing, but they still, in the opinion of the author of this article, too narrowly address at least environmental and green issues in the field of social enterprises. Hence, recognizing the indicated research gap, as the aim of the article was set the identification of key research areas addressed in scientific discussions simultaneously addressing the issues of social enterprises and sustainable development. These areas will be identified based on a literature review of the subject with the support of the VOSviewer software (1.6.18 version), which is widely used in scientific research for various types of bibliometric analysis, including around the issue of social enterprises (e.g. Mardiani et al., 2023; Salqaura et al., 2022; Schlosser, Volkova, 2022).

In the article, four interrelated sections have been distinguished. They are oriented to the realization of the assumed purpose of the research. As part of the introduction, the importance of the research problem undertaken is presented. The purpose of the research is also indicated in this section. The second section of the article presents the various stages of the research, along with an indication of the research methods. In turn, the third section presents the results of the analyses obtained in the VOSviewer software in the form of bibliometric maps. A discussion is also conducted here while indicating probable future research directions. In turn, the last section contains a summary of the considerations made. Attention is drawn here, for example, to what methods researchers should use when directing their research toward environmental and green issues in the context of social enterprise issues.

2. Research methodology

The scientific considerations undertaken in this article were based on a three-stage research procedure (Figure 1). At each stage, strictly defined research activities were distinguished. At the first stage of the research, its conceptualization took place. During this stage of the research, a general review of scientific publications was carried out at the outset with a view to identifying considerations around the issue of social, economic, and environmental aspects of social enterprises in a sustainability-oriented economy. As a result of the review, the purpose of the research was defined, recognizing that the considerations undertaken by researchers related to the issue of social enterprises in the context of the issue of sustainable development require a synthetic summary if only in the context of identifying current research trends and determining future research directions. To implement such an outlined research direction, it was decided to carry out bibliometric research of scientific publications collected in the Scopus database. This database is recognized in the literature as a high-quality digital

bibliometric platform (e.g. Haba et al., 2023; Kozar, Sulich, 2023b). In addition, the Scopus database is widely used by researchers for bibliometric analysis around the issue of social enterprises (e.g. Chaudhuri et al., 2023; João-Roland, Granados, 2020; Kozar, 2023; Kulshrestha et al., 2022; Salido-Andres et al., 2022). At the same time, it should be noted that in the context of bibliometric research, limiting the analysis to a specific database (or databases) may lead to a situation in which a certain unspecified number of scientific articles related to the issue at hand will remain outside the scope of the analyses conducted. Nevertheless, due to the number of scientific databases, their diversity, and the fact that some scientific papers may not be indexed in any database, it is impossible to exclude and determine the degree of risk of not including scientific papers from a given research area in bibliometric analyses. At the same time, a Structured Literature Review (SLR) method was chosen, as it was assumed in the study that it should be reproducible for comparison with other similar or identical studies in the future, which will be conducted based on the Scopus database.

Process of extracting the data obtained was carried out at the second stage of the research. Based on the constructed research query Q1(Table 1), the titles, abstracts and keywords of scientific papers indexed in the Scopus database were searched. Because it was assumed that at the third stage of the research the discussion of the obtained results would be additionally supported by analyses of the extracted database based on the Classical Literature Review (CLR) method, the research query was constructed to include only scientific studies (articles, reviews, and conference papers) written in English. In addition, to ensure that the indicated analyses can be compared by future researchers, the research query to the Scopus database was defined so that the period of the analyses undertaken did not include 2023. It should be emphasized at this point that it is a kind of good practice on the part of researchers not to include in bibliometric analyses scientific papers from the year in which the analyses are carried out. The constructed research inquiry initially made it possible to generate an inventory of 533 scientific studies for further analysis. In accordance with the established research procedure, these studies were subjected to verification aimed at removing repetitive scientific publications, or those that did not contain author attribution. Consequently, the qualitative review of the generated scientific publications thus undertaken resulted in a final database of 531 scientific publications, which were subjected to analysis in a VOSviewer software.

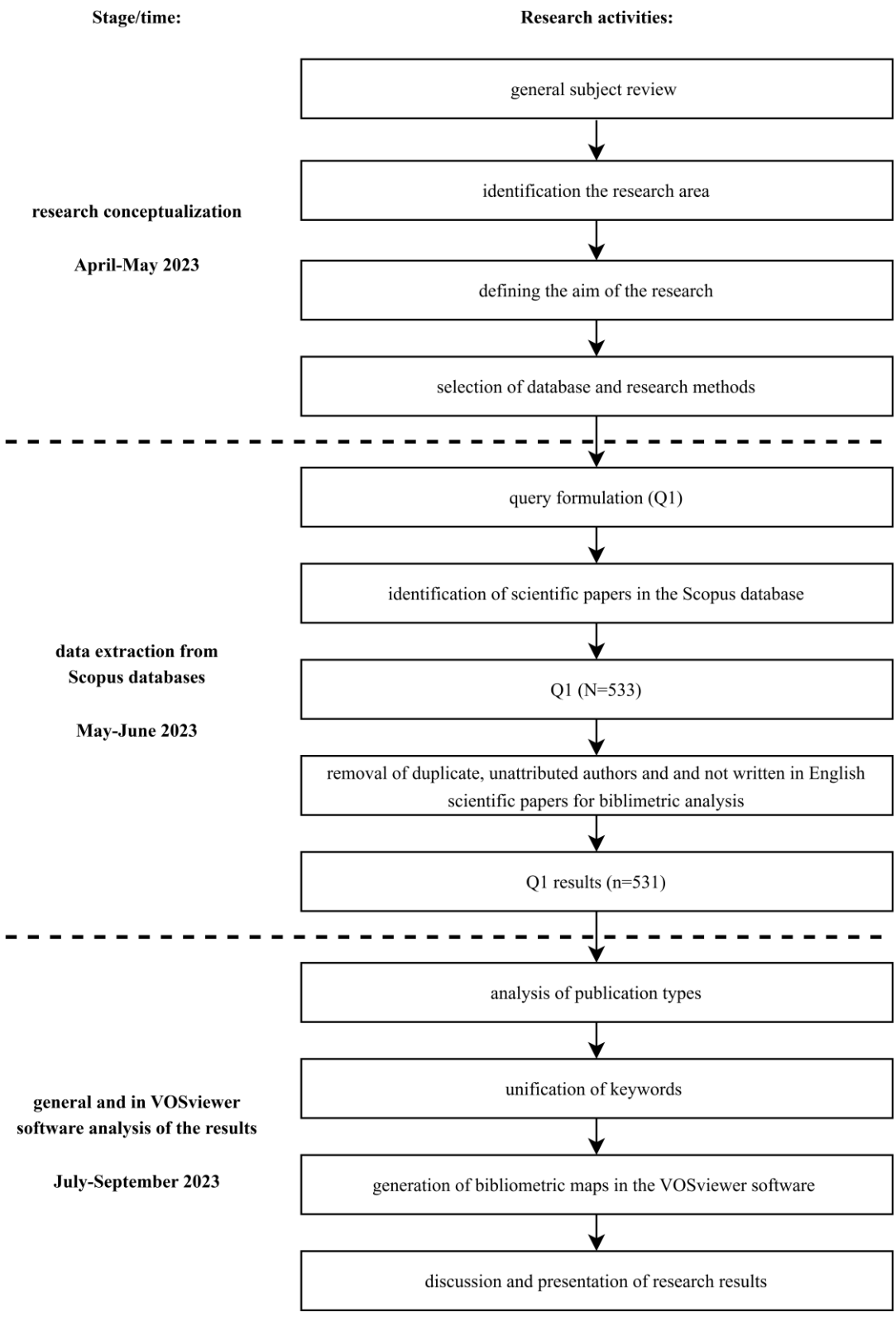

Figure 1. Research procedure stages and timeline.

Source: Authors' elaboration.

Table 1.
Search queries syntax details

Database	Symbol	Query syntax	No. results
Scopus	Q1	TITLE-ABS-KEY ("social enterprise*" AND (sustainability OR "sustainable development")) AND PUBYEAR > 1999 AND PUBYEAR < 2023 AND (LIMIT-TO (PUBSTAGE , "final")) AND (LIMIT-TO (LANGUAGE , "English")) AND (LIMIT-TO (SRCTYPE , "j")) AND (LIMIT-TO (DOCTYPE , "re") OR LIMIT-TO (DOCTYPE , "ar") OR LIMIT-TO (DOCTYPE , "cp"))	533

Source: Authors' elaboration.

The final stage of the research, presented in Figure 1, was geared towards a general and results-based analysis obtained in the VOSviewer software. It should be emphasized here that before generating bibliometric maps to be discussed in the context of the set research goal, a unification of the studied keywords was carried out (this process consisted of replacing with a single keyword the same words but appearing in the form of different types of acronyms, in different language versions, or plural and singular). The indicated procedure was aimed at obtaining better quality (more readable) bibliometric maps in in a VOSviewer software.

3. Results and discussion

As a result of the analysis of the identified 531 scientific publications meeting the methodological assumptions, it was found that 1469 author keywords were assigned. The identified set of author's keywords was subjected to a standardization procedure to standardize them in terms of the form of notation (e.g., due to differences in the linguistic notation of the same author's keywords - American English, British English, or the use of various abbreviations of individual words), which contributed to the final selection of 1387 unique author's keywords for analysis. The minimum number of co-occurrences of a keyword accepted for research was 5 (as indicated by the VOSviewer software). Of the selected unique authorial keywords participating in the analyses, 52 met the indicated research criterion. In the next step, those referring to geographic names or countries (India, South Africa, Vietnam) and gender were eliminated from the set of authoritative keywords. The measure aimed at eliminating such keywords in bibliometric analyses is a good practice in this type of research and is intended to increase the transparency of the data presented in bibliometric maps. As a result, at the next stage of the research, based on the remaining 48 author's keywords in the VOSviewer software, a visualization of their network of relationships was generated (Figure 2). The result was a bibliometric map of links consisting of eight clusters depicting the most frequently cited research issue based on the author's keywords related to the issue of social enterprises in the context of sustainability issues. The resulting visualization shows the author's keywords as nodes, with lines between them representing the

connections between them. The most frequent author keywords in the analyzed articles are distinguished on the bibliometric map by the size of the node.

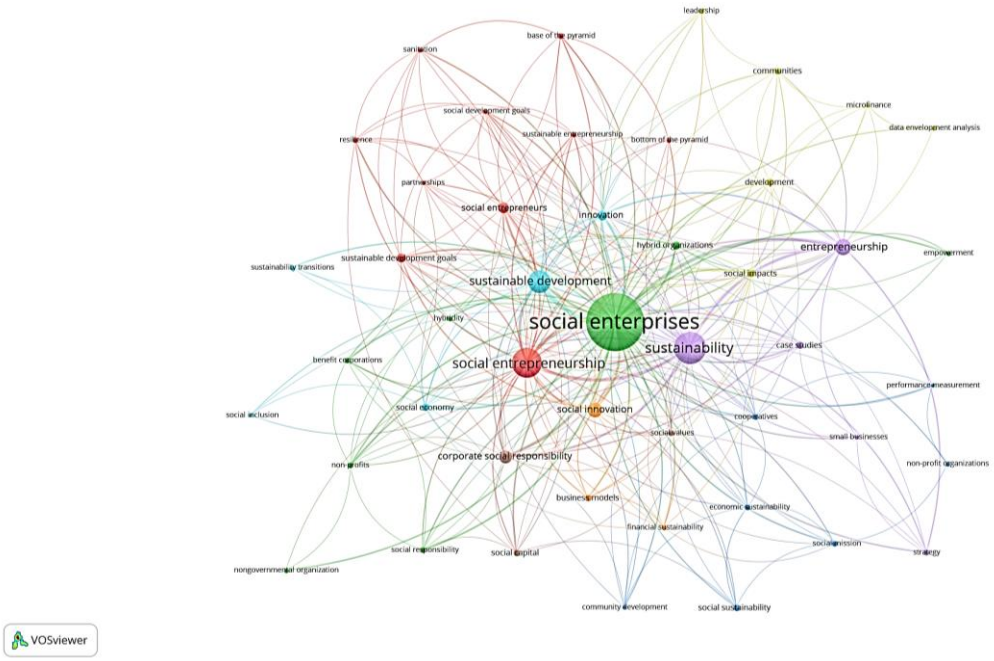

Figure 2. Bibliometric map of author keywords co-occurrences results from Scopus based on original query (Q1).

Source: Author's elaboration in VOSviewer software (1.6.18 version).

The construction of each of the eight clusters is further presented in Table 2, where the color of a given cluster and the author keywords included in its scope are shown. The VOSviewer software assigned a given author keyword to only one cluster. The order of the listed author keywords in Table 2 is based solely on their alphabetical order. The number of links (L), total link strength (TLS) and number of occurrences (O), with each author keyword analyzed, which were calculated using VOSviewer software, are indicated in parentheses. The number of links indicates with how many of the 48 visualized author keywords have a connection (occurrence next to each other in the range of keywords listed by the author). TLS, in turn, indicates with how many keywords the studied author's keyword co-occurred within the studied 531 scientific publications. In turn, the measure of occurrences indicates in how many of the analyzed scientific papers the keyword was shown as an author keyword.

Table 2.
Clusters of keywords co-occurrences are presented in Figure 2 for Scopus Q1

Cluster	Color	Keywords
1	red	base of the pyramid (L = 9, TLS = 18, O = 8); bottom of the pyramid (L = 8, TLS = 12, O = 6); partnerships (L = 11, TLS = 13, O = 5); resilience (L = 10, TLS = 15, O = 7); sanitation (L = 9, TLS = 15, O = 6); social development goals (L = 13, TLS = 21, O = 6); social entrepreneurs (L = 17, TLS = 40, O = 19); social entrepreneurship (L = 38, TLS = 186, O = 104); sustainable development goals (L = 13, TLS = 28, O = 15); sustainable entrepreneurship (L = 9, TLS = 20, O = 6)
2	green	benefit corporations (L = 9, TLS = 16, O = 7); empowerment (L = 4, TLS = 10, O = 6); hybrid organizations (L = 9, TLS = 22, O = 14); hybridity (L = 8, TLS = 13, O = 6); non-profits (L = 12, TLS = 23, O = 8); nongovernmental organization (L = 3, TLS = 7, O = 6); social enterprises (L = 47, TLS = 438, O = 295); social responsibility (L = 9, TLS = 21, O = 8)
3	blue	communities (L = 9, TLS = 14, O = 10); data envelopment analysis (L = 3, TLS = 6, O = 6); development (L = 12, TLS = 23, O = 11); leadership (L = 6, TLS = 9, O = 7); microfinance (L = 7, TLS = 10, O = 5); scaling (L = 12, TLS = 19, O = 6); social impacts (L = 19, TLS = 34, O = 11)
4	yellow	community development (L = 9, TLS = 14, O = 5); cooperatives (L = 13, TLS = 18, O = 7); economic sustainability (L = 10, TLS = 13, O = 7); non-profit organizations (L = 4, TLS = 4, O = 6); performance measurement (L = 5, TLS = 8, O = 5); social mission (L = 8, TLS = 14, O = 8); social sustainability (L = 7, TLS = 12, O = 9)
5	purple	case studies (L = 10, TLS = 19, O = 11); entrepreneurship (L = 22, TLS = 97, O = 40); small businesses (L = 5, TLS = 11, O = 5); strategy (L = 7, TLS = 18, O = 7); sustainability (L = 41, TLS = 225, O = 116)
6	turquoise	innovation (L = 20, TLS = 48, O = 18); social economy (L = 15, TLS = 26, O = 12); social inclusion (L = 4, TLS = 6, O = 5); sustainability transitions (L = 4, TLS = 7, O = 6); sustainable development (L = 27, TLS = 122, O = 65)
7	orange	business models (L = 8, TLS = 22, O = 10); financial sustainability (L = 10, TLS = 15, O = 6); social innovation (L = 21, TLS = 59, O = 33)
8	brown	corporate social responsibility (L = 21, TLS = 62, O = 27); social capital (L = 11, TLS = 21, O = 10); social values (L = 8, TLS = 12, O = 8)

Symbols: O = number of occurrences, L = number of links, TLS = total link strength calculated in VOSviewer.

Source: Author's elaboration in VOSviewer software (1.6.18 version).

The information presented in Figure 2 and Table 2 indicates the multifaceted nature of the issues addressed in scientific deliberations simultaneously addressing the issues of social enterprises and sustainable development. In addition, in the light of the analysis carried out, it was noticed among the author's keywords quite a significant number of issues that in general for many years have been raised by researchers in the context of the problems of social enterprises. It is necessary to point out, for example, the issues of corporate social responsibility (Luo et al., 2020; Palakshappa, Grant, 2018; Qing, Jin, 2022), non-profit organizations (Arshad et al., 2016; Pitta, Kucher, 2009), social responsibility(Anh et al., 2022; Mysen, 2012), social entrepreneurs (Morrison et al., 2017; Ramadani et al., 2022; Satar, 2022; Sulphey, Alkahtani, 2017), community development (Dahles et al., 2020; Wang et al., 2022), partnerships (Nguyen et al., 2021; Sanzo-Pérez, Álvarez-González, 2022), social inclusion (Baskaran et al., 2019; Machado et al., 2019), or social entrepreneurship (Duncan-Horner et al., 2022; Halberstadt et al., 2021; Rahdari et al., 2016; Stecker, 2014). At the same time, some of the author's keywords identified and shown in Figure 2 are directly related to the issue of sustainable development. For example, in as many as 116 of the scientific studies analyzed, sustainability

appeared in the author's keywords (e.g. Johanisova et al., 2013; Olofsson et al., 2018; Powell et al., 2019), and in 65 scientific studies a reference to sustainable development (e.g. Bilan et al., 2017; Oliński, Mioduszewski, 2022; Vázquez Maguirre et al., 2018).

It should be noted that in the scientific studies analyzed, some researchers directly referred to the issue of pursuing sustainability goals (Goyal et al., 2021; Vasconcellos et al., 2022), or to the issue of selected dimensions of sustainability (Javed et al., 2019; Rey-Martí et al., 2021). As a result, in Figure 2 it is possible to identify among the author's keywords at least social sustainability (Kajiita, Kang'ethe, 2020; Vluggen et al., 2020), or economic sustainability (Mswaka et al., 2016; Segovia-Vargas et al., 2021; Sodhi, Tang, 2011). Also a very important area of academic discussion undertaken was the issue of sustainability transitions (Hillman et al., 2018; Sunio et al., 2020; Vasquez-Delsolar, Merino, 2021). In the opinion of the author of this article, social enterprises occupy an important place in the context of the transformation of the current economy towards sustainable development. This is because it is impossible to completely exclude the possibility that the transformation towards sustainability will not contribute to the exclusion of some people from society (if only through the asymmetry of information on sustainability issues). Hence, social enterprises will increasingly be expected to contribute to the social and professional inclusion of those excluded for a sustainability-oriented economy. As a result, it will increasingly be observed that social enterprises, influenced by social expectations and the idea of sustainable development, will adjust their existing business model. The results of such changes are already discernible by researchers on the subject, who increasingly refer to sustainable entrepreneurship (Baraibar-Diez et al., 2019; Suriyankietkaew et al., 2022) and green entrepreneurship (Charles, 2021; Dixon, Clifford, 2007; Marjerison et al., 2021), and call social enterprises sustainable social enterprises (Dobson et al., 2018; Ketprapakorn, Kantabutra, 2019; Sabella, Eid, 2016) or green social enterprises (Descubes et al., 2018; Osti, 2012; van Gils, Horton, 2019). Green social enterprises will be expected to, among other things, bring socially and professionally excluded people back into the labor market by preparing them for professional roles in green jobs. These types of jobs are commonly discussed in the literature in the context of the operation of various types of business entities and economic sectors in the market (Kozar, 2019; Kozar, Sulich, 2023a), including the perspective of social enterprises (Carberry et al., 2019; Simatele, Dlamini, 2019; Smith-Nonini, 2016). Within the scope of the analyses carried out, a bibliometric map was also generated to indicate the changes occurring in the field of the discussed issues over time (Figure 3).

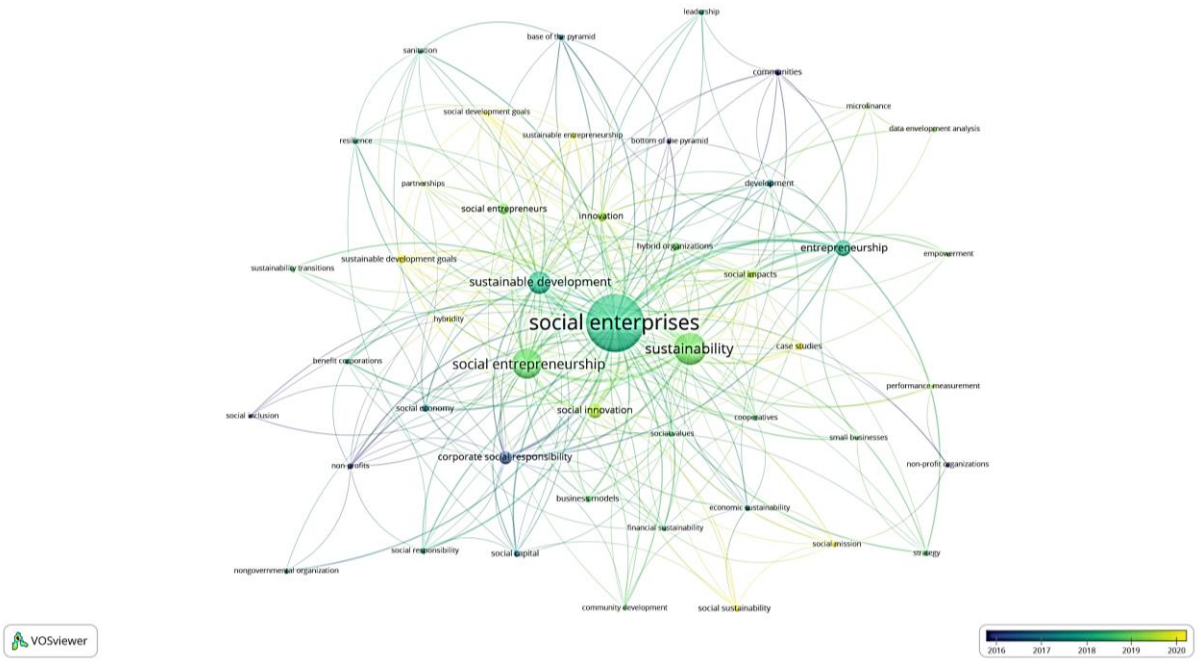

Figure 3. Bibliometric map of author keywords newest results from Scopus based on original query (Q1).

Source: Author's elaboration in VOSviewer software (1.6.18 version).

The analyses carried out, illustrated in Figure 3, indicate the change over time of the addressed research areas in scientific discussions simultaneously addressing the issues of social enterprise and sustainable development (the brighter the color, the more current the issue is in scientific inquiry). The range of issues currently being addressed includes the already mentioned issue of sustainable development goals, social sustainability, or sustainable entrepreneurship. The social mission of social enterprises is also being emphasized on the part of researchers of the subject (Lambooy et al., 2020; Leung et al., 2019; McDonald et al., 2015; Sun, Sohn, 2021). This aspect is understandable given the specific nature of the activities of social enterprises and, above all, their mission in the context of undertaken activities of an inclusive nature aimed at socially and professionally excluded people. In this way, social enterprises can contribute to building sustainability in terms of the social and economic dimensions of sustainable development. In the case of sustainable entrepreneurship, on the other hand, it should be noted that research is often directed at citing specific case studies (Baraibar-Diez et al., 2019).

In the bibliometric maps presented here, there are no explicit references to environmental or green issues, which may also be due to the degree of occurrences of author's keywords. Nonetheless, these areas are emphasized by some scholars of the subject in their scientific reflections on social enterprises, which was also noticed during the procedure of standardization of author's keywords. In the case of environmental issues, references to the following issues were identified in the light of the analysis, among others: environmental awareness (Elnokaly, Thomas, 2019), environmental education (Adhariani, Dewi, 2022), environmental entrepreneurship (York et al., 2016), environmental leadership (Biedenkopf et al., 2019),

environmental management strategy (Tolba, Khatcherian, 2022), or environmental sustainability (Ambati, 2019; Javed et al., 2019; Parris, McInnis-Bowers, 2014; Shah, Naghi Ganji, 2019). On the other hand, in terms of green issues, references have been spotted to such issues as green economy (Davies, Mullin, 2011), green industry (Withisuphakorn, 2017), green information systems (Carberry et al., 2019), greentech companies (Scaffidi, 2022), greenwashing (Stecker, 2016), and the aforementioned green jobs (Smith-Nonini, 2016), among others. In the future, in the opinion of the author of this article, the topic of green will be increasingly exposed through author keywords, which will be primarily due to the expectations placed by various types of stakeholders on social enterprises to embark on the path of sustainable development just like other entities. In addition, such entities, especially green social enterprises, are expected to be an important pillar in building the so-called green labor market (Kozar, 2023).

4. Summary

The bibliometric analyses carried out allowed, through the identified authorial keywords, to identify the key research areas addressed by researchers who simultaneously address the issues of social enterprises and sustainable development in their scientific deliberations. In addition, based on bibliometric maps, the network of connections of the diagnosed authorial keywords was demonstrated. At the same time, the occurring changes over time within the research themes addressed by the scientists were highlighted. The analyses undertaken made it possible to see that only slowly in the context of authorial keywords appear references to environmental issues or directly green in the context of social enterprises. Thus, authors wishing to explore the indicated research area should combine SLR and CLR methods in their research, with the latter analyzing the entire content of scientific papers, and not just titles, abstracts, or keywords, as Kozar (2023) shows through his research. The observation indicated makes it still too early in the context of research on green issues to carry out at least using a software such as VOSviewer.

In the coming years, considering the analyses and discussions presented, we can expect an increasing number of scientific studies aimed at analyzing specific case studies of individual business models adopted by social enterprises in the context of the implementation of sustainable development by such entities. It can be assumed that part of such studies will be aimed at analyzing the interactions taking place between the stakeholders of social enterprises. At the same time, it will be increasingly possible to see references to green issues in scientific considerations, because, as the author of this article sees it, some social enterprises will become green social enterprises, in which the creation of green competencies among socially and professionally excluded people will take place, so that they can take up employment in green

jobs. It can be pointed out that this is one of the expected directions of change in the existing operation of enterprises on the part of the economy undergoing a gradual green transformation. Hence, the issue of various types of partnerships for the greening of social enterprises may also become an important research thread to be developed in the future.

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