

## **Abstract**

### **Obligatory representation of women on corporate boards**

The main topic of this master thesis deals with obligatory women representation on boards of stock listed companies from the theoretical point of view with focus on European and Czech legislation. Women are under-represented in this area for a long time, which not only violates the basic human rights principle regarding gender equality, but also does not use the available human resources and thus wastes talent.

The second chapter first describes the development of EU law in relation to positive measures that can justify a higher participation of women in the bodies of business corporations in relation to the principle of non-discrimination, mentioning the most important case law of the ECJ. Then is also mentioned the possibility of positive measures in Czech legislation. The second chapter also mentions the economic aspects of women's representation on boards in the sense that the presence of women can influence the body and thus the whole corporation.

The third chapter describes the means by which women's participation in corporate bodies can be increased, what goals can be achieved and what sanctions can be imposed in case of non-compliance with the set goals. The arguments for and against the introduction of legal quotas are also mentioned.

The fourth chapter deals with a proposal for a directive of the European Commission on improving the gender balance between supervisory / non-executive directors of listed companies, presenting its content, including the changes made by the Maltese presidency, and arguments of supporters and opponents against its admission. At the end of the chapter are reflected two recent directives, which have already brought some changes in this area into the Czech legal order.

The fifth chapter describes the situation in the Czech Republic in terms of women's participation in the bodies of business corporations, mentioning the current approach of the Czech government and related bodies, and also proposes a possible adjustment in this area.

#### **Key-words**

Gender diversity

Stock listed companies

Women on boards