

This thesis analyses the low representation of women in the ICT professions as well as their inadequate representation in the ICT companies in the Czech Republic. Given it is the very first study of this kind in the Czech Republic, it also provides comprehensive catalogue of relevant foreign theoretical studies and hypothesis, which examine the issue of gender gap in the ICT. This thesis also deals with social and historical factors that – as approved by numerous empirical studies - have negative impact on the way girls and women relate to information and communication technologies, resulting in a low representation of women in the ICT professions. The above factors are applied to the context of the Czech society, using academic studies and other relevant sources in the field of equal opportunities, including qualitative interviews, which I conducted with ICT teachers and lecturers as well as women and men working in the ICT field. Not last, the thesis builds upon a qualitative empirical probe, which aims to introduce more detailed information about the experiences of women holding ICT positions in the Czech Republic. This particular research failed to prove the presumption that the work environment in the ICT companies in the Czech Republic is not sufficiently friendly or obliging towards women. Moreover, it also failed to prove that the minority representation of women working in the field of ICT has a negative impact on the quality of their working lives. However, given the limited scope of the sample (20 women working primarily for multinational companies), the rather positive conclusion of the probe should not be generalised. The thesis is theoretically based on the concept of gender. According to that concept, the characteristics and abilities stereotypically attributed to men and/or women are not biologically determined imperatives. On the contrary, these are formed by and within one's social context, depending on the gender affiliation