

Gender quotas in corporate management

Abstract

The thesis entitled Gender quotas in corporate management deals with the issue of equal representation of women and men in top decision-making positions in the private sector in the context of EU and Czech law. An important point of the work is the analysis of Directive (EU) 2022/2381 of the European Parliament and of the Council on improving gender balance among members of the boards of listed companies and related measures. This Directive represents a major legislative step, a shift from soft law to hard law, towards the promotion of de facto gender equality in the field of business and sets minimum standards for gender representation on corporate boards.

The thesis focuses on the legal and social dimension of this instrument in the form of affirmative action. It maps the development of the European equality policy, the institutional frameworks in the Czech Republic, as well as the current development of women's representation in the management of companies. It aims not only to describe the legal anchoring of quotas, but also to assess their legitimacy, appropriateness and possible impact on the national constitutional and market environment. In addition to the legal analysis, the thesis contains the results of its own questionnaire survey among the Czech public, which examined the attitude of society towards gender quotas, equality, meritocracy and state regulation of business.

The results show that quotas are not perceived as an unacceptable intervention, but their support is conditional on maintaining the principle of equal qualifications and a transparent selection process. Without social consensus, it will be difficult to change the value setting of society. The law as such cannot sufficiently anchor and supervise compliance with equal treatment between men and women in practice. The author of the thesis is aware that in practice it is almost impossible to find two candidates with 'comparable qualifications. The thesis thus provides an interdisciplinary perspective, linking legal and sociological aspects of gender equality, and offers recommendations for the implementation of the Directive in the Czech legal environment. At the same time, it draws attention to the broader societal significance of the topic, not only in relation to equality, but also to sustainable development, the effectiveness of decision-making processes and public trust in legal regulation.

Key words

Gender quotas, gender, equality, business corporation, listed company