

## **ABSTRACT**

This dissertation is a case study of Česká spořitelna, a. s. It shows the significance of gender audit by asserting equal opportunities for women and men. The theoretical part introduces how gender equality could be asserted and also summarizes how the concept has (not) been practically fulfilled (particularly in the area of labour market). It emphasizes the gender audit as one of the possible tools of change when asserting the gender equality.

The empirical part of this dissertation is investigating the significance of gender audit for asserting the equal opportunities in Česká spořitelna, a. s. Therefore it analyzes a final report of the first gender audit and compares its design with another final report that came out of the second implemented gender audit. It also analyzes the processes the company adopted after the first gender audit to promote the equal opportunities for women and men. The impacts and the efficiency of the measures (either proposed or implemented) are analyzed critically with regard to their influence on the gender equality.