Abstract

The aim of thisthesis is to describe the implementation ofequality policy between women and menin relation to quotas as a toolfor balanced representation of women andmen in leadership positions.

Despite the fact thatmore than halfof university graduates are women, their representation in decision-making positions does not reflect it.Moreover, the higher post we consider the lower representationof women we find. In relation to the identified problem, it must be said, that thepolicy for equal opportunities for womenand men has shortcomings concerning implementation of equality.The starting point and support could be a quota system which is beingpushed, as well as the equality policies,by the European Union. Its applicationto the Czech environment is not easy; it faces numerous obstaclesand rejection both from public as wellas from management itself.