

Abstract

The aim of this thesis is to describe the institutional and financial security of the gender equality policy from 1998 to the present in the background of the interactions and relationships between its key actors – Gender Equality Unit (Office of the Government of the Czech Republic), Gender Equality Advisory bodies (Office of the Government of the Czech Republic), Department of Family and Ageing Policy (Ministry of Labour and Social Affairs), Division of Gender Equality Projects (Ministry of Labour and Social Affairs) and Gender Equality Nonprofit Organizations (Gender Equality NGO). Theoretical support of this thesis is the *state/market feminism* theory and theoretical concepts *policy* and *governance*. The outcomes of the analysis and expert interviews show the institutional and financial security of the gender equality policy is continual, horizontal and fragmented process created by internally and externally different actors. These actors implement their gender equality policies differently and their work is parallel. However, at the same time they are mutually dependent through different sources thereby different interactions (both cooperation and coaction) and relationships (both formal and informal) as well as tension and problems arise. Negotiations about funding of the policy measures and personal capacities are the most common causes of these tensions and problems. Informal and personal relationships functioning through the policy facilitate these negotiations. Although the current *state feminism* – enforcement of the women's rights, respectively, gender equality agenda inside the state and alliance between state agencies and Gender Equality NGO – is the strongest in the history, it is increasingly challenged by strengthening *market feminism* aspects – neoliberalism, market mechanisms, governance – which entail a number of negative effects. The Czech gender equality policy is not predominantly implemented as well as funded by the state. The policy is predominantly implemented by the civic, respectively, private sector and funded by the European funds. This model is problematic and leads to the projectification of both Gender Equality NGO and state agencies. Hence the long-term sustainability of these key two pillars of the *state feminism* as well as of the entire Czech gender equality policy are endangered. Additional problems are the increasing emphasis on the gender equality quantification and the absence of solid legislative and factual borders of the gender equality policy which causes that its measures are hard to be funded and justified. Policy framing (economic, trade market and family-friendly rhetoric preferred by the European Union), engagement and support of the minister, social networks through the policy and the openness

of the policy/politics as well as society play an important role in the enforcement of the gender equality policy measures.