

## Abstract

The presented diploma thesis focuses on the identification of gender-based specifics in health care, specifically in the management of a health care institution as a caring institution. In the theoretical part, we defined feminism and feminist views, the concept of gender, medicine as a feminized environment, the legislative definition of work in health care in terms of management and, finally, stereotypes were defined. In the conducted qualitative research, we used unstructured interviews with health professionals (nurses and doctors) from the Czech and Slovak Republics, and we examined the gender-based specifics in health care. Research has shown that gender specificities in health care are emerging, in the areas of division of labor, impacts on job choices, equality and inequality, occupation of position and in provision of care. At the end of the thesis I presented recommendations for the use of management tools as a source of overcoming barriers to equality in the context of a caring institution.

## Key words

Feminism, phenomenon of feminization, health care, woman, gender, caring institution, management, gender-based specifics, health care professional, nurse, doctor.