

Abstract

The diploma thesis is focused on the topic of women in leading positions of foundations and endowment fund. The thesis consists of a theoretical and an empirical part. The theoretical part of the work discusses the role of women in society, historical development and theoretical concepts with an emphasis on the explanation of concepts that are intertwined in the contexts of civil society. It describes the segment of foundations and endowment funds in more detail, clarifies the basic specifics of the non-profit sector with an emphasis on values and the meaning of work, and explains the individual concepts associated with the position of women in the management of organizations. In the empirical part, qualitative research is carried out, which deals with understanding the experience of women who hold a director's position in foundations and foundation funds at several levels. A key element is the clarification of the path of individual women to the leadership of a specific organization, their motivation and possible barriers. How do women see themselves in a leading position and what is their view of the story and culture of a particular organization. There is a lack of research dealing with the issue of the position of women in leadership positions in the non-profit sector, the data obtained could therefore contribute to a closer study of this phenomenon.