

Abstract

Gender equality, which encompasses the equal treatment of women and men, is a contemporary issue that concerns us all. Unfortunately, it does not receive adequate attention in the legal framework of the Czech Republic. The legal regulations governing equality and equal opportunities remain insufficient, and the Czech Republic lags behind other European countries in this regard. There is a notable lack of interest and concrete efforts to address gender inequality within Czech society. In theory, women, like men, are granted civil and political rights under the law, including the right to equal pay for equal work. However, in practice, significant disparities persist, especially in the labor market and decision-making processes. One way to promote equality in society is through affirmative action. This thesis delves into the theoretical concepts related to gender equality, discrimination, and affirmative action. It also conducts an analysis of existing equality legislation and the state's gender policies. Additionally, the thesis examines key areas where women face disadvantages and discrimination. It takes into account the social factors contributing to persistent inequality, the influence of gender segregation and stereotypes, and the unequal position of women in public life. The objective of this thesis extends beyond describing the relationship between gender and the law in the Czech Republic. It also aims to present potential solutions to achieve genuine equality between men and women. A central focus of the thesis is on quotas, which legitimise the call for gender balance, and how society's attitude towards quotas fundamentally impacts the status of women. The thesis underscores that the current state of gender-related legislation is insufficient. It emphasises the need to continue striving for real gender equality through various means, not limited to legal measures. Gender inequality, like many other topics deserving public debate, lacks a universal solution. Its resolution depends on individual perceptions and approaches. However, a fundamental shift towards achieving gender parity must originate from a change in societal mindset, Czech legal frameworks, the judicial system, and, importantly, the actions and aspirations of women themselves.

Key words: gender and law, equality, affirmative action, quotas