

THE EMPLOYMENT OF WOMEN IN LEADERSHIP POSITIONS FROM THE LABOR LAW PERSPECTIVE

ABSTRACT

This thesis focuses on the issue of gender-based discrimination in the field of economic and political leadership. It explores various forms of discriminatory conduct and examines the viability of positive measures and the rationales for their adoption. Special attention is given to the examination of the institute of quotas, their impact on the current (lack of) gender equality, and the prospects of integrating them into our legal framework through labor law regulations. The thesis outlines previous attempts to introduce them, the current stance towards their implementation and some regulatory models that can be observed in foreign jurisdictions.

Within a broader sociological-economic context, the thesis analyzes specific barriers that hinder women in their career advancements, such as the glass ceiling and tokenism. It analyzes the causes and consequences of labor market segmentation in terms of horizontal and vertical segregation and emphasizes the problematic nature of this phenomenon.

The main objective of the thesis is to analyze current legal systems in terms of international, European Union, and Czech law in their efforts of addressing the aforementioned issue. Relevant legislation regulating this area is presented, and the question of whether the current regulation is sufficient will be posed. This thesis focuses on evaluating the potential impact of the new Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies. The possibilities of the implementation of the said Directive into the Czech legal system will be analyzed. In the context of legislative proposals *de lege ferenda*, foreign legal practices of the quota legislation in the field of economic and political leadership are examined. Main focus is placed on finding an appropriate measure that is reasonable as well as adequately effective. The text of the thesis consists of an introduction, four main chapters divided into subchapters, and a conclusion.

KEY WORDS

Discrimination, leadership positions, women, gender, economic and political leadership