

Report on a Doctoral Thesis
Gender Problems of Employment in the Gender Stereotypes Context
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The topicality of the Doctoral thesis theme

In the abstract of the submitted Doctoral thesis, the author states: "Securing the well-being, protection of human rights and equality on the ground of age, gender, race, nationality, etc., along with sustainable economic development becomes most important goal for any country." This very sentence in itself justifies the topicality of the Doctoral thesis aim. In democratic countries, it is one of the most successful pre-election promises that emphasize the role of women in society and in their employment. It is considered an important way to ensure sustainable development. The fact is that the fulfilment of such a promise is often difficult due to various reasons, because it is necessary to solve the problem not in isolation, but in all contexts. The difficulty of dealing with this Doctoral thesis is also demonstrated by literature references that are listed on 13 pages.

The issue of gender problems of employment

From a brief look at the history, we can see that a woman has predominantly lower earnings than men in the employment sphere, even though she has to perform other tasks as well, including being a mother and taking care of the household. The author claims that a complete solution to an unequal status of women in employment has not yet been comprehensively addressed. I think that the solution to this issue will not be final for a long time.

Today, women are given preferential treatment, although only officially. It is mainly due to physiological reasons, e.g., in standards of performance and in healthcare, such as preventive care. We know that the position of women in the family, not only in terms of health but also in terms of family stability, is irreplaceable. However, we often try to formally deal with our dependence on women in the form of labour regulations, ethics codes, or partial legislative standards.

On the other hand, there are certain reserves in management, where qualities of women could be used more often. In the past, this was formally addressed by a plan established according to the percentage of the number of women in the organization. Today's approach to the solution is more declarative and it is related to a change in a management philosophy which so far has not been addressed. In the corporate and public sector, women could effectively contribute to the promotion of ethics in bringing closer the current management practice and the dynamic development of social, business, but also political objectives.

Nevertheless, it is essential to dwell on the analysis of whether all women in current practice actually satisfy the ideas of their contribution to the advancement of ethics in the management as well as activities in public life. Based on an objective evaluation, we must note that ambitions of many women are much higher than their personal options.

It is therefore necessary to focus on the specific training of women which would accent and thus contribute to applying their abilities in contemporary life. The content of differentiated learning should emphasize compliance with qualitative, immeasurable values in management, e.g., ethics, accountability, innovation activity and prevention of consumer thinking. It is beyond dispute that the work of women in management and in society is a significant reserve for sustainable development of society.

Assessment of the Doctoral thesis

The submitted Doctoral thesis demonstrates the author's ability to further address and innovate the current issue of women's role in society, business, and public administration. It is contributed by the fact that the author has expressed interest in continuing to deal with this issue and to participate in investigating the issue in the future.

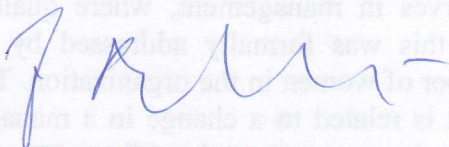
In order to effectively tackle the position of women in society and in the employment sphere, it is important to specify ideas about what the society expects from their uniqueness. The author sufficiently emphasizes the need for a comprehensive solution to this issue. She highlights the fact that effective enforcement of a balanced relationship between women and men in the workplace needs to be addressed systematically. The author further recommends defining how the role of women in society is viewed by society and what exactly is expected from their employment. It does not involve addressing the philosophy of woman's position only, but also a synergy effect, which results from their desired activities in the social, economic and political surroundings, i.e., sustainable development of society.

Recommendation

Regarding the topicality of the issue and dealing with the submitted Doctoral thesis,
I recommend the thesis for a defence. Upon the successful defence, I suggest to award the author the academic title "Ph.D."

Defence questions:

- Is the general requirement for greater involvement of women in the employment sphere related to their greater ethical thinking abilities than those possessed by men?
- Do you think that women working in the macrosphere and microsphere management should systematically prepare to meet the current expectations as early as in their studies?



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