

Chapter A: ICT specialists

ICT specialists are **defined** as persons who have the ability to develop, operate and maintain ICT systems and for whom ICTs constitute the main part of their job. The occupations of ICT specialists are subdivided into **two main categories** and from 2011 are **assigned** to the groups, and subgroups of the **Classification of Occupations (CZ-ISCO)** as follows:

ICT managers, engineers and professionals

- 1330 Information and communications technology service managers;
- 2152 Electronics engineers;
- 2153 Telecommunications engineers;
- 2434 Information and communications technology sales professionals;
- 251 Software and applications developers and analysts and
- 252 Database and network professionals.

ICT technicians, installers and servicers

- 3114 Electronics engineering technicians;
- 351 ICT operations and user support technicians;
- 352 Telecommunications and broadcasting technicians;
- 742 Electronics and telecommunications (ICT) installers and repairers.

Note: Some data for the ICT specialists, such as wages, are available only for the ICT specialists defined **rather narrow**, which includes only two sub-major groups of CZ-ISCO: **25 ICT professionals** and **35 ICT technicians**.

Detail description of ISCO occupations is available here:

<https://lostat.ilo.org/methods/concepts-and-definitions/classification-occupation/>

A narrow group of specialists called information and communications technology professionals (hereinafter only referred to as **ICT professionals**) plays a key role among ICT specialists. According to the CZ-ISCO classification, these ICT professionals consist of employees of sub-major group 25, which comprises two above-mentioned minor groups of employees (CZ-ISCO 251 and 252).

Numbers of ICT specialists

The data on the numbers of ICT specialists are taken from **the Labour Force Survey (LFS)**. For further information on the **Czech LFS** see:

<https://csu.gov.cz/employment-and-unemployment-lfs>

Note: In order to ensure higher reliability and to eliminate considerable year-on-year fluctuations of values for this group of employees, data is here provided as **three-year moving averages** (i.e., for example, the value for 2023 is calculated as an average from the values for 2022, 2023, and 2024).

The **Eurostat LFS Database** was used for the **international comparison**.

Data for Czechia from the Eurostat LFS Database **differ slightly** from the data published by the Czech Statistical Office. For instance, data from Eurostat are given for the relevant year and not as three-year moving averages. For more information see: <https://ec.europa.eu/eurostat/web/lfs>

Wages of ICT specialists

Data on wages (average gross monthly wage) of the ICT specialists come from **the Structure of Earnings Statistics (SES)** which is generated by merging of databases of the sample survey of the Information System on Average Earnings (ISPV) which covers the **wage sphere**, and from the database of the Salary Information System which covers the **salary sphere**. For more information see: <https://csu.gov.cz/structure-of-earnings>

Data about ICT specialists is available by **several breakdowns**: by occupation and industry or by individual characteristics of ICT specialists such as gender, citizenship, age or highest education attainment.

For further information on ICT specialists see:

<https://csu.gov.cz/ict-specialists-and-their-wages>

Chapter A: ICT specialists

Table A.1 ICT specialists in Czechia

	Thousand persons		
	2015	2020	2023
Total	180,1	219,8	223,2
Men	163,0	199,0	197,8
Women	17,1	20,8	25,5
Occupation			
ICT managers, engineers and professionals	86,4	119,1	137,4
of which ICT professionals (ISCO 25)	67,3	106,1	121,8
ICT technicians, installers and servicers	93,7	100,6	85,9
of which ICT technicians (ISCO 35)	51,0	63,4	56,6
Age group			
Under 35 years	71,1	76,2	76,4
35–44 years	59,7	79,8	74,6
45–54 years	32,4	41,9	47,0
55 + years	17,0	21,8	25,3
Highest level of education attainment			
Tertiary	99,1	123,5	128,1
Secondary with A-level examination	70,9	86,2	84,6
Other (lower)	10,1	10,1	10,5

Chart A.1 ICT specialists in Czechia

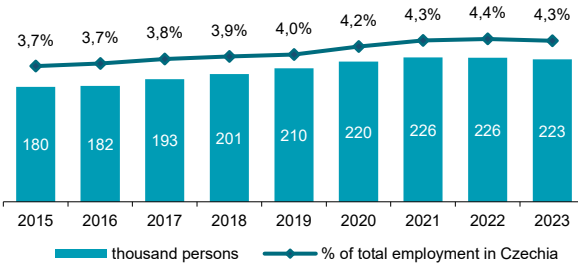
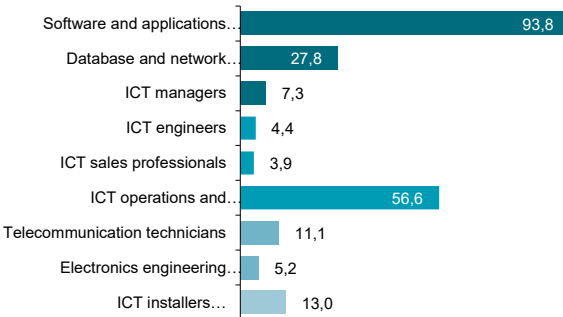


Chart A.2 ICT specialists in Czechia by occupation (thousands) in 2024



Note: For greater reliability, the numbers of ICT specialists are calculated as three-year moving averages (e.g. 2023 is the average of 2022 to 2024)

Source: Czech Statistical Office, Labour Force Survey

Chapter A: ICT specialists

Chart A.3 ICT specialists in EU countries in 2024
(% of total employment)

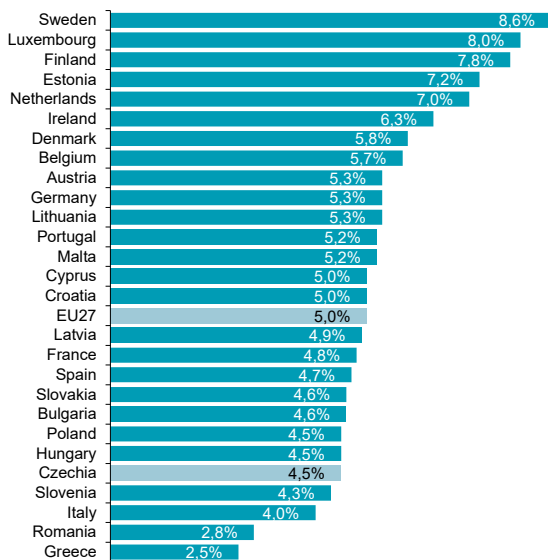
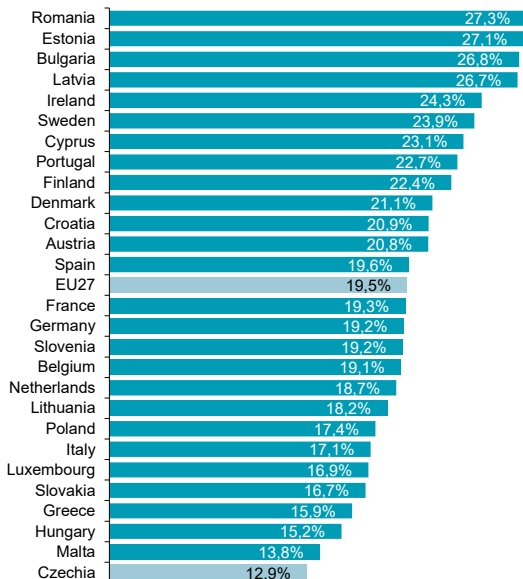


Chart A.4 Share of women in EU countries among ICT specialists in 2024



Source: Eurostat LFS database and Czech Statistical Office own calculations

Chapter A: ICT specialists

Table A.2 ICT professionals in Czechia

	Thousand persons		
	2015	2020	2023
ICT professionals (ISCO 25), total	67,3	106,1	121,8
Man	60,6	95,0	106,8
Woman	6,7	11,1	14,9
Occupation (CZ-ISCO)			
Software and app. Developers and analysts (251)	45,5	76,2	93,8
Database and network professionals (252)	21,6	29,8	27,8
Employment status			
Self-employed	13,2	23,4	29,8
Employees	54,1	82,7	92,0
Age group			
Under 35 years	29,0	37,8	42,1
35–44 years	21,2	39,7	42,7
45–54 years	11,8	19,7	25,5
55 + years	5,3	9,0	11,5
Highest level of education attainment			
Master's and Doctoral	46,2	68,0	75,5
Higher professional or Bachelor's	10,4	18,7	23,0
Secondary	10,7	19,4	23,3

Chart A.5 ICT professionals in Czechia

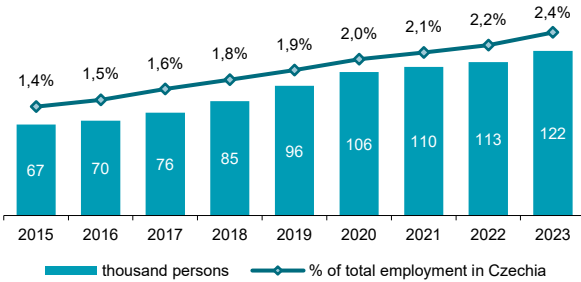


Chart A.6 ICT professionals in Czechia by gender

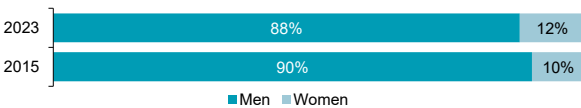
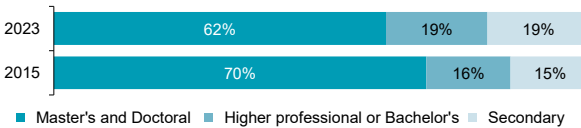


Chart A.7 ICT professionals in Czechia by level of education



Note: For greater reliability, the numbers of ICT specialists are calculated as three-year moving averages (e.g. 2023 is the average of 2022 to 2024)

Source: Czech Statistical Office, Labour Force Survey

Chapter A: ICT specialists

Chart A.8 ICT professionals in EU countries in 2024
(% of total employment)

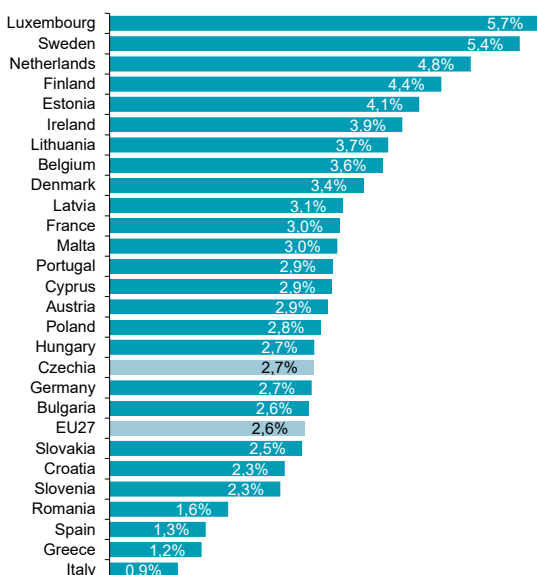
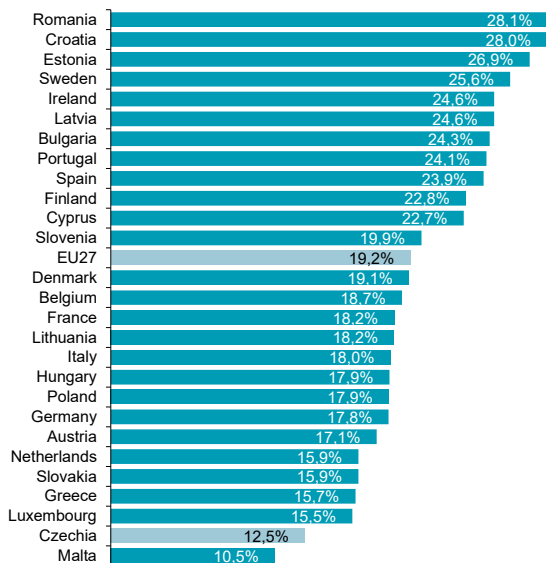


Chart A.9 Share of women among ICT professionals in 2024



Source: Eurostat LFS database and Czech Statistical Office own calculations

Chapter A: ICT specialists

Table A.3 ICT technicians in Czechia

	Thousand persons		
	2015	2020	2023
ICT technicians (ISCO 35), total	65,4	74,9	67,7
Man	59,8	69,0	60,4
Woman	5,6	5,9	7,3
Occupation (CZ-ISCO)			
ICT operations and user support technicians (351)	51,0	63,4	56,6
Telecommunications and broadcasting technicians (352)	14,4	11,5	11,1
Employment status			
Self-employed	12,0	15,5	14,9
Employees	53,4	59,4	52,7
Age group			
Under 35 years	27,1	26,9	27,2
35–44 years	23,8	28,5	20,7
45–54 years	10,3	13,4	11,8
55 + years	4,2	6,1	8,0
Highest level of education attainment			
Tertiary	21,5	22,6	15,0
Secondary with A-level examination	40,6	48,1	48,2
Other (lower)	3,3	4,2	4,4

Chart A.10 ICT technicians in Czechia

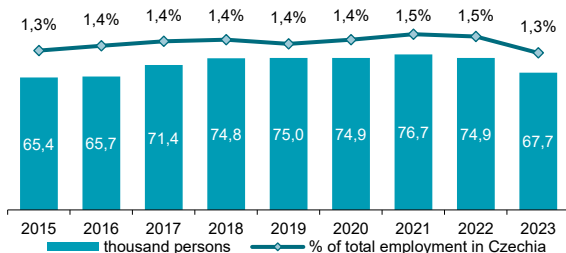


Chart A.11 ICT technicians in Czechia by gender

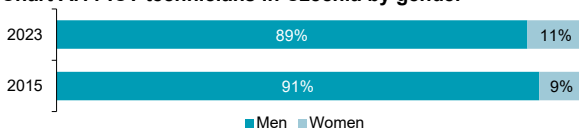
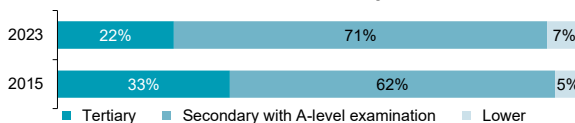


Chart A.12 ICT technicians in Czechia by level of education



Note: For greater reliability, the numbers of ICT specialists are calculated as three-year moving averages (e.g. 2023 is the average of 2022 to 2024)

Source: Czech Statistical Office, Labour Force Survey

Chapter A: ICT specialists

Chart A.13 ICT technicians in 2024 (% of total employment)

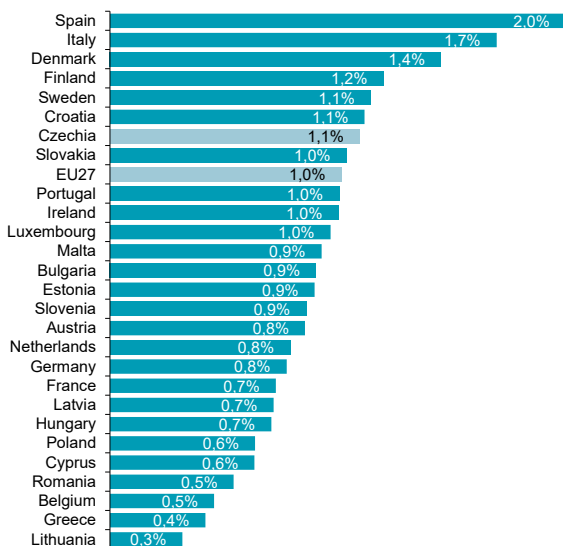
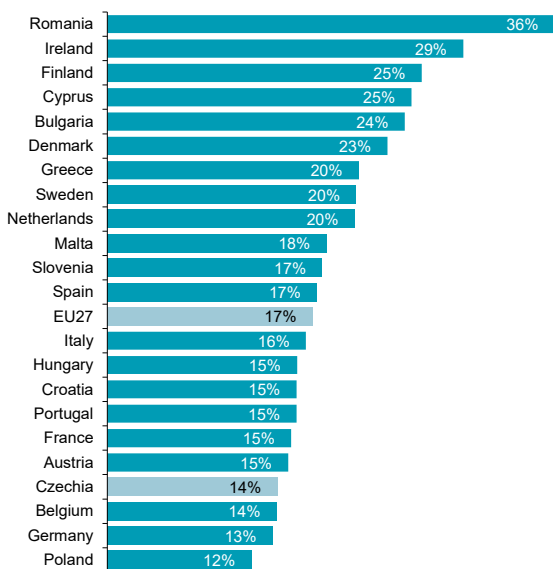


Chart A.14 Share of women among ICT technicians in 2024



Source: Eurostat LFS database and Czech Statistical Office own calculations

Chapter A: ICT specialists

Table A.4 Wages of ICT professionals in Czechia

	Average gross monthly wage in CZK		
	2022	2023	2024
ICT professionals (ISCO 25), total	82 441	88 025	94 197
Men	84 526	90 633	97 156
Women	70 492	74 394	79 571
Citizenship			
Czech citizens	78 013	83 898	89 830
Foreigners	104 184	105 636	113 020
Sphere of activity (remuneration)			
Business (wage) sphere	84 052	89 651	96 130
Government (salary) sphere	49 736	52 907	53 981
Age group			
25–34 years	74 824	79 970	84 226
35–44 years	92 140	96 912	105 202
45–54 years	89 164	97 178	102 404
55 + years	72 319	76 992	82 851
Highest level of education attainment			
Master's and Doctoral	90 757	96 352	102 559
Bachelor's and Higher professional	78 783	84 997	91 631
Secondary with A-level examination	69 472	74 996	79 216

Chart A.15 Average gross monthly wage of ICT professionals in Czechia

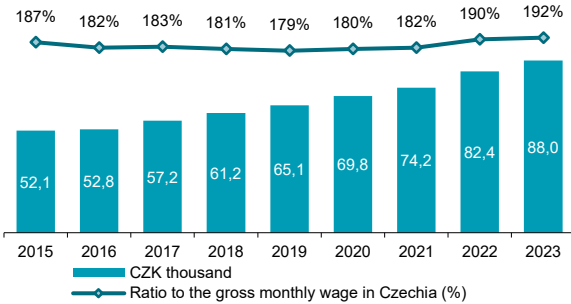
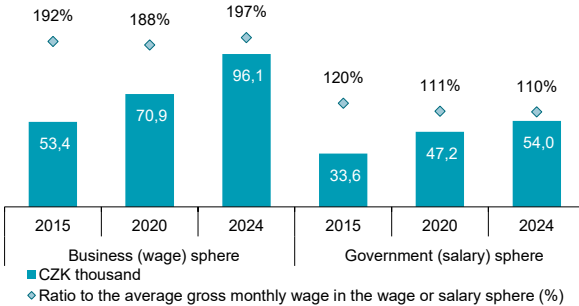


Chart A.16 Average gross monthly wage of ICT professionals in Czechia by sphere



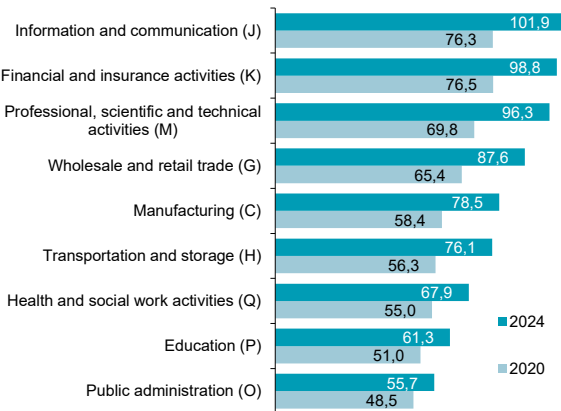
Source: Czech Statistical Office, Structural Earnings Statistics

Chapter A: ICT specialists

Table A.5 Wages of ICT professionals in Czechia by occupation and industry

Average gross monthly wage in CZK			
	2022	2023	2024
ICT professionals (ISCO 25), total	82 441	88 025	94 197
Occupation (CZ-ISCO)			
Software and applications developers and analysts (251)	86 473	92 332	98 810
Systems Analysts (2511)	82 521	83 735	89 745
Software Developers (2512)	93 017	102 875	108 951
Web and Multimedia Developers (2513)	63 172	80 568	84 448
Applications Programmers (2514)	81 813	84 977	92 862
Software testers (2519)	84 542	80 344	87 209
Database and network professionals (252)	72 033	76 675	81 780
Database Designers and Administrators (2521)	73 234	74 468	81 973
Systems Administrators (2522)	68 462	73 870	78 938
Computer Network Professionals (2523)	81 458	84 834	88 598
Data security specialists (2529)	83 350	85 637	88 952
Industry by CZ-NACE section			
Manufacturing (C)	68 028	73 879	78 530
Wholesale and retail trade (G)	80 375	88 276	87 613
Transportation and storage (H)	65 510	71 386	76 104
Information and communication (J)	89 641	95 462	101 902
Financial and insurance activities (K)	86 134	92 718	98 762
Professional, scientific and technical activities (M)	82 735	90 978	96 259
Public administration (O)	51 040	54 376	55 738
Education (P)	52 567	57 101	61 322
Health and social work activities (Q)	59 473	63 014	67 872
Arts, entertainment and recreation (R)	60 769	68 383	70 198

Chart A.17 Average gross monthly wage of ICT professionals in Czechia in selected industries (CZK thousand)



Source: Czech Statistical Office, Structural Earnings Statistics

Chapter A: ICT specialists

Tables A.6 Wages of ICT technicians in Czechia

Average gross monthly wage in CZK			
	2022	2023	2024
ICT technicians (ISCO 35), total	51 688	56 024	59 555
Man	52 428	56 685	60 084
Woman	46 823	51 699	56 061
Occupation (CZ-ISCO)			
ICT operations and user support technicians (351), total	52 489	57 417	61 226
ICT operations technicians (3511)	52 921	57 140	61 257
ICT user support technicians (3512)	54 897	61 854	65 444
Computer network and systems technicians (3513)	50 756	54 180	58 157
Web technicians (3514)	37 275	54 489	56 723
Telecommunications and broadcasting technicians (352)	45 505	45 726	46 836
Sphere of activity (remuneration)			
Business (wage) sphere	52 368	56 777	60 330
Government (salary) sphere	42 379	45 559	48 126
Highest level of education attainment			
Master's and Doctoral	60 426	63 768	68 843
Bachelor's and Higher professional	55 333	60 034	64 768
Secondary with A-level examination	47 467	52 730	55 756
Secondary without A-level examination	43 568	45 415	46 545

Chart A.18 Average gross monthly wage of ICT technicians in Czechia

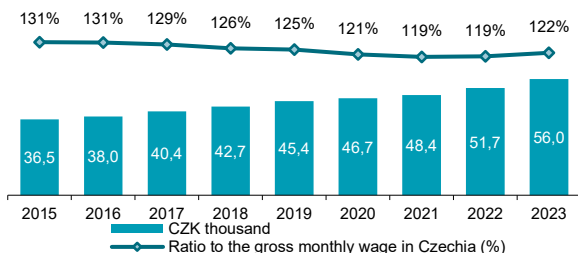
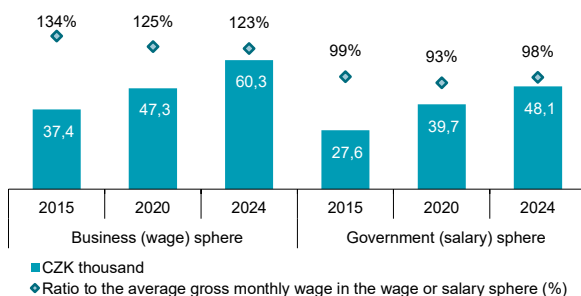


Chart A.19 Average gross monthly wage of ICT technicians in Czechia by sphere



Source: Czech Statistical Office, Structural Earnings Statistics