

# GENDER ASPECTS IN ICT

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**Abstract:** *E-economy, so-called new economy, has brought some major changes in people's behaviour. One of its features is that the ICT sector has become the leading driver of innovation processes in all countries around the world in the last 20 years. Thanks to the mass implementation of this technology, the concept of organizations and companies has considerably changed. However, what has not changed much is the position of women in society. This article analyses the position of women - ICT professionals – in the Czech economy. It uses publicly accessible open data and analyses these data using basic statistical methods. Our analysis focuses on the representation of women in ICT professions and their wages and compares them with the wages of men and the average wage in the Czech economy. At the end, we make some recommendations especially for the education sector to increase the number of women in ICT education.*

**Keywords:** *ICT, wages in ICT, Gender Earnings Ratio, gender aspects in ICT, number of woman in Czech ICT, gender inequality in ICT wages.*

## INTRODUCTION

In the past years, information and communication technology (ICT) was the major source of the development of economies of European countries [1, 2]. Its expansion and implementation in the different areas of human activity and practically in all sectors of the economy usually increases labour productivity and the effectiveness and efficiency of investments [3]. This worldwide trend was also a part of the development of the economies of Central and Eastern Europe's post-Communist countries [4]. However, not all authors evaluate the discovered effects of ICT implementation in economy the same way, for instance [5]. Equality in the remuneration of men and women is viewed the same way in all European Union Member States and in the USA but Figure 1 shows the actual facts.