PROJECT OF THE ECONOMICS INSTITUTE OF THE CZECH ACADEMY OF SCIENCES

Interactive Application/2026

State Employees and Their Salaries in 2025: The Fall in Relative Wages Has Ended[1]

JULY 2026

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Summary of Key Findings

- This comparative analysis offers an annual update for 2025 on trends in the numbers of state employees, their salaries, and related costs, based on data from the State Final Account[2].

- In 2025, the numbers of state employees increased by about 4,000 (+0.8%), with the largest increases occurring in the education sector and the military. In contrast, the numbers of civil servants decreased by about 300 (-0.4%).

- Average salaries in real terms among *civil servants* rose for the first time since 2020. The trend in civil servant salaries roughly mirrored that of wages across the entire economy, thus ending a prolonged period of declining salary competitiveness in the civil service.

- Within the broader sector of state employees, salary competitiveness increased for the armed forces and members of the security forces. In contrast, it declined slightly once again for employees in regional education.

- Our online application provides a wealth of additional information. This year, it also offers a new interactive tool for analyzing long-term trends.

[1] The interactive application/study developed by the IDEA think tank at the Economics Institute of the Czech Academy of Sciences offers detailed analytical insights into the structure and long-term trends in the number of state employees, their salaries, and related expenditures. The application is publicly available at: https://ideaapps.cerge-ei.cz/zamestnancistatu. It represents the views of the authors only and not the official position of the Economics Institute of the Czech Academy of Sciences or the Center for Economic Research and Graduate Education – Charles University (CERGE). The study has been produced with support from the Czech Academy of Sciences.

* CERGE-EI, a joint workplace of Charles University and the Economics Institute of the Czech Academy of Sciences.

[2] https://www.mfcr.cz/cs/rozpoctova-politika/statni-rozpocet/plneni-statniho-rozpoctu

Who Are State Employees

- **We define state employees** as those whose employment is regulated and financed by the state budget (SB). There are nearly half a million state employees at this time, constituting just under 10% of the Czech workforce. By far the largest share consists of employees in regional education (approx. 290,000), followed by security forces (approx. 80,000), which includes police, firefighters, customs administration staff, prison service employees, and army personnel.
  Graph 1a. Numbers of state employees by employment regulation
  Graph 2a. Numbers of state employees by budget chapters

Numbers of State Employees

- **The total number of state employees increased in 2025** by approximately 4,000 persons (+0.8%).

Graph 10. Changes in the numbers of employees under budget regulation, by category:

  - The number of civil servants decreased very slightly (by -300 persons, or 0.4%); slight increases at central state agencies more than offset the decline in staff at large non-central state agencies.
  - The number of employees of ministries increased by about 300 persons.
  - The number of employees of other central state agencies increased by about 50 persons (+1%).
  - There was a significant increase in regional education employees, by around 3,800 persons (+1.4%).

- **The education sector under the Ministry of Education, Youth, and Sports (contributory organizations) has contributed most to the overall increase in state employment over the past decade**. Since 2017, annual increases in education personnel have ranged from 3,800 to 14,900 employees, which, given the large base in this category, represents growth of only 1–3%. This is driven by both demographic growth in the numbers of school-age children and the introduction of inclusive classrooms for all children, which had previously not been the case in the Czech system.
  Graph 10. Changes in the number of employees under budget regulation, by category

- **There are approximately 75,000 civil servants, who constitute 15% of all state employees.** Most work in non-central state administration, i.e., organizations such as tax offices, social security administration, and labor offices, often in branches outside Prague. Around 23,000 people work in ministries, representing fewer than 5% of state employees and less than 0.5% of the total workforce. This figure includes members and employees of security forces registered under the Ministry of the Interior (MoI), which cannot be separated in the data. The number of civil servants is therefore much lower than is commonly perceived, and potential savings in this area are often overestimated.
  Graph 1a. Numbers of state employees by employment regulation
  Graph 4a. Numbers of civil servants 2003–2025
  Graph 4b. Numbers of civil servants 2003–2025, including MoI and MoFA

- **The number of civil servants** has ranged between 71,000 (2012) and 79,000 (2019) over the past two decades. Long-term trends reflect efforts to consolidate public finances after 2010 and again after 2021. The slight decline of about 3,000 civil servants after 2021

was mainly due to reductions in non-central state administration, which includes organizations subordinate to ministries such as the tax administration and labor offices. Non-central state administrations employ 63% of all civil servants. Conversely, the number of civil servants working directly in ministries increased slightly after 2021, from 22,729 to 23,130 in 2025 (this includes security force personnel under the MoI, which cannot be separated in the data).
Graph 4b. Numbers of civil servants 2003–2025, including MoI and MoFA

- **The public sector, as defined in some Czech Statistical Office statistics**, is a broader category than solely state employees. It also includes institutions such as public healthcare, public universities, and state-owned enterprises. Employment in this broader sector has long stood at around 1 million persons, or just under one-fifth of the Czech workforce. This number has been rising slightly over the long term; in 2025, it increased by 14,000 (1.6%). Local governments account for roughly two-thirds of this increase, which also includes increases in the number of employees in regional education. A slight, steady increase in the numbers of military personnel is also contributing to the rise in employment in the central government.
Graph 9a. Numbers of public sector employees

Salaries of State Employees

- **Average real salaries of civil servants rose in 2025 for the first time since 2020** (employees in ministries, other central authorities, and non-central offices). Salaries at non-ministerial central state agencies rose (at 4.5%) slightly faster than at non-central state agencies (3.4%) and ministries (3.2%). This relatively faster growth among the small group of employees was driven by an increase in the average salary at the Digital and Information Agency, coupled with an increase in its workforce. However, relative to the average wage in the economy, average salaries of civil servants declined—albeit more moderately than in previous years—because the average wage across the entire economy grew faster. Relative wages fell the most in ministries. Conversely, they increased slightly in central state agencies, which should be compared with wages in Prague. Salary levels at ministries and central state agencies now stand at approximately 95% and 87%, respectively, of the Prague average, even though these agencies employ a higher proportion of people with university degrees than the overall labor market in Prague.
Graph 5a. Real average salaries of civil servants, 2004–2025

- **Average relative salaries of civil servants**, in relation to the average wage in the economy, have shown a highly cyclical pattern over the past two decades. They reached a low in 2011–2012, peaked around 2018, and have been declining since. The 2025 declines in relative salaries at central state agencies and ministries follow even steeper drops in 2024 and are part of a long-term downward trend that began in 2019.
Graph 5b. Average salaries of civil servants relative to the average wage in the economy

- **Between 2015 and 2018, average real salaries in public administration** grew faster than average real wages in the economy. This contributes to rising relative salaries and increased payroll costs. In 2021, real salaries in public administration dropped sharply, while real wages in the economy continued to grow. In 2022 and 2023, both public and private sectors experienced significant declines in real wages. In 2024, central state administration salaries continued to lose ground relative to salaries in the overall economy;

in 2025, this decline almost came to a halt. Security forces and the group that includes the Czech Army, where relative wages rose in 2025, are an exception.
Graph 5a. Real average salaries of civil servants, 2004–2025

- **Average salaries** vary significantly both across and within organizational categories. Comparisons based on *State Final Account* data do not account for differences in education and other factors that influence wages, which should be considered when interpreting the data. A more detailed salary comparison that accounts for job type, education level, age, gender, and region is available in the IDEA Study (2025).
Graph 3a. Average salaries of state employees by budget chapter (2025)

- **The highest average monthly salaries** in 2025 were earned by employees of ministries (CZK 62,000), followed by personnel in other central authorities (CZK 56,000). There was a wide range of average salaries among organizations classified as 'other organizational units of the state', which reflects the diversity of their functions and staffing. The lowest salaries occur in 'non-central state administration', which mostly includes organizations that provide direct services to citizens.
Chart 3a. Average salaries of state employees by budget chapter (2025)

- **Average salaries of ministry employees** (mostly based in Prague) differ from the average wage in Prague by approximately +5/-15% (the difference is greater at the Ministry of Foreign Affairs, which has a unique compensation system). The precise reasons for this wage disparity are unclear from the available data. However, differences in staff qualifications, age structure, and historically rooted disparities in budgeting and pay policies each likely play a role, and have been perpetuated over time.
Graph 3a. Average salaries of state employees by budget chapter (2025)

Expenditures on State Employee Salaries

- **Expenditures on salaries of state employees** in 2025**,** regulated by the state budget (SB) amounted to CZK 284 billion, representing 12% of total SB expenditures and 3.3% of GDP. The distribution of costs across employment areas roughly corresponds to the number of employees in each one.
Graph 1b. Expenditures on state employee salaries by employment regulation

- **Expenditures on civil servant salaries** in 2025 totaled approximately CZK 43.5 billion, which is 1.8% of the state budget and 0.51% of GDP. Salary costs for ministry officials (again including all personnel under the MoI) amounted to CZK 17.3 billion, or 38% of total civil servant salary costs (excluding security forces within the MoI: the estimate of these costs is CZK 10 billion, or 22% of civil servant salary costs).
Graph 1b. Expenditures on state employee salaries by employment regulation

- **Nominal expenditures on civil servants' salaries have increased over the past two decades,** except in 2010 and 2011. This is natural given continual inflation and, more importantly, the continuous growth of nominal wages in the economy. Expenditures increased the most between 2012 and 2019, when the rise in salary costs reflected both an increase in the numbers of employees and in real average wages (adjusted for inflation). The rise in nominal expenditures after 2021 was driven by efforts to at least partially offset inflation and limit the significant decline in the real value of salaries.
Chart 4c. Expenditures on civil servant salaries

- **Real expenditures on civil servant salaries**, i.e., in constant prices, have fluctuated significantly over the past two decades. The sharpest decline occurred after 2021 due to the inflation wave and efforts to consolidate state budget spending. In 2025, real expenditures were approximately 2 billion higher than in 2009—that is, before the global financial crisis. However, during that time, the real value of GDP and state revenues and expenditures increased significantly.

  Chart 5a. Real average salaries of civil servants, 2004–2025