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AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT, BY COUNTIES, FIRST QUARTER OF 2025

Data on average earnings by counties were obtained by processing data from the JOPPD form and are published regularly on a quarterly basis. The processing was performed according to the predominant NKD 2007 activity and place of permanent/temporary residence.

The average monthly paid net earnings per person in employment in legal entities in the first quarter of 2025, compared to the same period of 2024, increased in all counties. The highest increase was recorded in the County of Požega-Slavonia, of **13.8%**, and the lowest one in the City of Zagreb, of **9.9%**.

The highest average monthly paid net earnings per person in employment in legal entities in the first quarter of 2025 were paid in the City of Zagreb, amounting to **1 642 euro**, while the lowest ones were paid in the County of Virovitica-Podravina, amounting to **1 252 euro**.

The average monthly gross earnings per person in employment in legal entities in the first quarter of 2025, compared to the same quarter of 2024, increased in all counties. The highest increase was recorded in the County of Požega-Slavonia, of **15,6%**, and the lowest one in the City of Zagreb, of **10,3%**.

The highest average monthly gross earnings per person in employment in legal entities in the first quarter of 2025 were recorded in the City of Zagreb, amounting to **2 377 euro**, and the lowest ones in the County of Virovitica-Podravina, amounting to **1 676 euro**.

Detailed data can be downloaded on the link [Statistics in Line](#).

1 AVERAGE MONTHLY PAID NET EARNINGS PER PERSON IN EMPLOYMENT IN LEGAL ENTITIES, BY COUNTIES

County	Average monthly paid net earnings per person in employment, euro				Nominal indices of change in average monthly paid net earnings according to payments for month			
	I 2025	II 2025	III 2025	I – III 2025	I 2025 I 2024	II 2025 II 2024	III 2025 III 2024	I – III 2025 I – III 2024
Republic of Croatia	1 392	1 416	1 448	1 418	112,3	113,5	109,2	111,6
Zagreb	1 408	1 439	1 475	1 441	113,2	114,7	111,5	113,1
Krapina-Zagorje	1 365	1 364	1 391	1 373	114,1	114,6	109,6	112,6
Sisak-Moslavina	1 309	1 311	1 334	1 318	113,0	114,1	108,5	111,7
Karlovac	1 377	1 376	1 422	1 392	113,6	114,0	109,7	112,4
Varaždin	1 305	1 311	1 334	1 317	111,8	112,1	109,4	111,0
Koprivnica-Križevci	1 294	1 283	1 320	1 299	114,0	114,1	108,6	112,2
Bjelovar-Bilogora	1 272	1 273	1 311	1 286	113,4	114,9	109,2	112,4
Primorje-Gorski Kotar	1 401	1 419	1 446	1 422	113,1	113,8	110,3	112,3
Lika-Senj	1 288	1 289	1 297	1 291	112,2	112,4	107,0	110,4
Virovitica-Podravina	1 246	1 249	1 262	1 252	113,8	114,5	109,2	112,4
Požega-Slavonia	1 293	1 298	1 308	1 300	115,3	116,2	110,1	113,8
Slavonski Brod-Posavina	1 262	1 267	1 314	1 281	113,3	113,8	111,7	112,9
Zadar	1 311	1 314	1 321	1 315	114,0	114,3	108,0	112,0
Osijek-Baranja	1 331	1 341	1 355	1 342	113,5	115,4	109,3	112,6
Šibenik-Knin	1 311	1 310	1 338	1 320	113,3	113,6	108,9	111,9
Vukovar-Srijem	1 268	1 270	1 292	1 277	113,4	114,6	108,3	112,0
Split-Dalmatia	1 343	1 344	1 388	1 358	112,8	112,4	109,3	111,4
Istria	1 308	1 311	1 358	1 326	112,2	112,1	108,7	111,0
Dubrovnik-Neretva	1 312	1 315	1 342	1 323	113,4	114,5	109,4	112,3
Međimurje	1 300	1 278	1 314	1 297	112,5	112,0	110,3	111,5
City of Zagreb	1 577	1 655	1 694	1 642	109,7	112,3	107,9	109,9

2 AVERAGE MONTHLY GROSS EARNINGS PER PERSON IN EMPLOYMENT IN LEGAL ENTITIES, BY COUNTIES

County	Average monthly gross earnings per person in employment, euro				Nominal indices of change in average monthly gross earnings according to payments for month			
	I 2025	II 2025	III 2025	I – III 2025	I 2025 I 2024	II 2025 II 2024	III 2025 III 2024	I – III 2025 I – III 2024
Republic of Croatia	1 925	1 964	2 014	1 968	113,6	114,9	109,8	112,7
Zagreb	1 928	1 981	2 038	1 983	114,6	116,5	112,8	114,6
Krapina-Zagorje	1 857	1 856	1 898	1 870	116,1	116,4	110,5	114,2
Sisak-Moslavina	1 776	1 783	1 817	1 792	114,4	115,8	109,0	112,9
Karlovac	1 866	1 863	1 934	1 888	115,3	115,8	110,5	113,7
Varaždin	1 782	1 788	1 825	1 798	113,1	113,2	110,0	112,0
Koprivnica-Križevci	1 756	1 743	1 800	1 767	115,8	116,1	109,4	113,6
Bjelovar-Bilogora	1 705	1 709	1 767	1 727	115,3	117,1	110,3	114,1
Primorje-Gorski Kotar	1 944	1 974	2 014	1 977	114,3	115,1	111,0	113,4
Lika-Senj	1 742	1 748	1 757	1 749	113,7	114,0	107,5	111,7
Virovitica-Podravina	1 663	1 674	1 692	1 676	115,3	116,7	110,2	113,9
Požega-Slavonia	1 739	1 750	1 766	1 752	117,3	118,6	111,3	115,6
Slavonski Brod-Posavina	1 695	1 701	1 731	1 709	114,8	115,5	110,2	113,4
Zadar	1 774	1 783	1 823	1 793	115,9	116,5	110,8	114,2
Osijek-Baranja	1 803	1 819	1 839	1 820	115,0	117,4	110,2	114,0
Šibenik-Knin	1 785	1 787	1 829	1 800	115,0	115,7	109,9	113,4
Vukovar-Srijem	1 680	1 688	1 720	1 696	114,9	116,7	109,3	113,5
Split-Dalmatia	1 843	1 846	1 915	1 868	114,3	113,8	110,1	112,7
Istria	1 789	1 795	1 866	1 817	113,7	113,5	109,5	112,2
Dubrovnik-Neretva	1 778	1 786	1 827	1 797	115,1	116,5	110,3	113,9
Međimurje	1 750	1 715	1 772	1 746	113,9	113,5	111,6	113,0
City of Zagreb	2 274	2 396	2 460	2 377	110,5	112,8	107,8	110,3

NOTES ON METHODOLOGY

Data sources

Data on monthly net and gross earnings as well as data on paid hours were gathered by processing data from the Report on Income, Income Tax and Surtax as well as Contributions for Mandatory Insurances (JOPPD form), in effect since 1 January 2014.

All persons or entities that are the payers of income for which the income tax regulations prescribe the obligation of accounting and paying deduction tax are under the obligation to submit the JOPPD form.

Coverage and comparability

Data comprise persons in employment in legal entities of all types of ownership, government bodies, and bodies of local and regional self-government units, on the territory of the Republic of Croatia.

Persons employed in crafts and trades and free lances and employed insured persons – private farmers are not covered, so data on their pays are not included in the data on average earnings.

Data on monthly net and gross earnings of persons employed in legal entities include net and gross earnings of persons in permanent employment, irrespective of the kind of employment and number of working-hours.

Persons in part-time employment who received earnings are expressed in full-time equivalent.

Data on monthly net and gross earnings are presented according to realised pays in the current for the previous month, which is in line with the pay dynamics in most legal entities, so the average earnings refer to the month for which the pay has been received. It does not apply to paid non-taxable incomes.

Data on counties are presented according to the place of permanent/temporary residence by the territorial constitution in accordance with the Act on the Territories of Counties, Towns and Municipalities in the Republic of Croatia (NN, Nos 86/06, 125/06, 16/07, 95/08, 46/10, 145/10, 37/13, 44/13, 45/13 and 110/15).

Definitions

Average monthly paid net earnings comprise income of a person in employment earned for the work done during regular working hours as well as annual leave, paid leave, public holidays and days-off as prescribed by law, sickness leave up to 42 days, absence for continuing professional education, during lay-off and job stop caused against person's will and of no fault of his own and net pays on the basis of compensations, allowances and rewards in sums which are subjects to contributions, taxes and surtaxes.

Average monthly gross earnings include all kinds of net pays on the basis of employment and the following mandatory allocations: pension insurance contributions, income tax and surtax on income tax.

Indices of nominal net and gross earnings are calculated from the data on average monthly net and gross earnings for the respective months and year.

Abbreviations

NKD 2007 National Classification of Activities, 2007 version

NN Narodne novine, official gazette of the Republic of Croatia

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