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# AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT, BY COUNTIES, THIRD QUARTER OF 2024

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 third quarter of 2024, compared to the same period of 2023, increased in all counties. The highest increase was recorded in the County of Požega-Slavonia and in the County of Šibenik-Knin, of 17.0% in each, and the lowest one in the County of Istria, of 12.6%.

The highest average monthly paid net earnings per person in employment in legal entities in the third quarter of 2024 were paid in the City of Zagreb, amounting to 1 525 euro, while the lowest ones were paid in the County of Virovitica-Podravina, amounting to 1 169 euro.

The average monthly gross earnings per person in employment in legal entities in the third quarter of 2024, compared to the same quarter of 2023, increased in all counties. The highest increase was recorded in the County of Lika-Senj, of 17.3%, and the lowest one in the County of Istria, of 12.3%.

The highest average monthly gross earnings per person in employment in legal entities in the third quarter of 2024 were recorded in the City of Zagreb, amounting to 2 206 euro, and the lowest ones in the County of Virovitica-Podravina, amounting to 1 560 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			
	VII 2024	VIII 2024	IX 2024	VII-IX 2024	$\frac{\text{VII 2024}}{\text{VII 2023}}$	$\frac{\text{VIII 2024}}{\text{VIII 2023}}$	$\frac{\text{IX 2024}}{\text{IX 2023}}$	$\frac{\text{VII-IX 2024}}{\text{VII-IX 2023}}$
Republic of Croatia	1 315	1 324	1 322	1 320	115,2	113,8	114,4	114,5
Zagreb	1 321	1 335	1 338	1 332	114,2	113,1	114,5	114,0
Krapina-Zagorje	1 280	1 290	1 288	1 286	116,3	114,8	114,5	115,1
Sisak-Moslavina	1 227	1 245	1 234	1 236	115,9	115,6	115,4	115,6
Karlovac	1 310	1 311	1 303	1 308	117,3	114,6	115,1	115,6
Varaždin	1 235	1 238	1 241	1 238	116,6	114,7	115,0	115,4
Koprivnica-Križevci	1 203	1 209	1 205	1 206	116,2	114,6	114,8	115,2
Bjelovar-Bilogora	1 201	1 206	1 200	1 202	116,9	116,1	115,4	116,1
Primorje-Gorski kotar	1 324	1 332	1 328	1 328	115,7	114,7	114,5	115,0
Lika-Senj	1 223	1 230	1 229	1 227	117,0	115,8	116,1	116,3
Virovitica-Podravina	1 166	1 174	1 167	1 169	117,7	116,2	114,9	116,2
Požega-Slavonia	1 207	1 217	1 209	1 211	118,1	116,1	117,0	117,0
Slavonski Brod-Posavina	1 186	1 198	1 193	1 192	114,9	113,8	113,5	114,1
Zadar	1 235	1 254	1 250	1 247	115,5	115,2	114,9	115,2
Osijek-Baranja	1 248	1 259	1 256	1 254	117,6	116,3	116,4	116,8
Šibenik-Knin	1 254	1 268	1 260	1 260	117,9	116,5	116,8	117,0
Vukovar-Srijem	1 193	1 204	1 200	1 199	117,2	115,0	115,8	116,0
Split-Dalmatia	1 266	1 275	1 276	1 272	116,0	115,2	115,3	115,4
Istria	1 232	1 244	1 232	1 236	113,0	112,7	112,0	112,6
Dubrovnik-Neretva	1 225	1 241	1 231	1 232	114,7	113,1	113,8	113,9
Međimurje	1 223	1 214	1 215	1 217	115,2	112,2	112,7	113,3
City of Zagreb	1 519	1 527	1 529	1 525	114,2	112,5	113,9	113,6

## 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			
	VII 2024	VIII 2024	IX 2024	VII – IX 2024	$\frac{\text{VII 2024}}{\text{VII 2023}}$	$\frac{\text{VIII 2024}}{\text{VIII 2023}}$	$\frac{\text{IX 2024}}{\text{IX 2023}}$	$\frac{\text{VII-IX 2024}}{\text{VII-IX 2023}}$
Republic of Croatia	1 821	1 838	1 829	1 829	115,3	113,9	114,6	114,5
Zagreb	1 810	1 832	1 831	1 824	113,5	112,3	113,9	113,2
Krapina-Zagorje	1 744	1 762	1 749	1 751	117,0	115,8	115,7	116,1
Sisak-Moslavina	1 672	1 701	1 675	1 683	116,2	116,1	116,0	116,1
Karlovac	1 782	1 788	1 764	1 778	117,6	114,7	115,5	116,0
Varaždin	1 691	1 700	1 697	1 696	117,5	115,5	115,9	116,3
Koprivnica-Križevci	1 630	1 643	1 629	1 634	116,6	114,9	115,0	115,5
Bjelovar-Bilogora	1 611	1 621	1 606	1 613	116,9	116,1	115,5	116,2
Primorje-Gorski kotar	1 844	1 859	1 845	1 849	116,3	115,3	115,0	115,6
Lika-Senj	1 669	1 680	1 667	1 672	118,0	116,9	117,1	117,3
Virovitica-Podravina	1 556	1 571	1 554	1 560	117,4	116,1	114,6	116,0
Požega-Slavonia	1 623	1 640	1 621	1 628	117,7	115,9	117,0	116,8
Slavonski Brod-Posavina	1 595	1 609	1 594	1 599	114,7	113,4	113,1	113,7
Zadar	1 675	1 707	1 692	1 692	115,2	115,0	114,8	115,0
Osijek-Baranja	1 692	1 710	1 697	1 700	117,1	115,7	115,9	116,3
Šibenik-Knin	1 715	1 737	1 717	1 723	117,8	116,7	116,8	117,1
Vukovar-Srijem	1 581	1 601	1 588	1 590	117,0	114,7	115,8	115,8
Split-Dalmatia	1 741	1 756	1 751	1 749	116,1	115,1	115,3	115,4
Istria	1 685	1 707	1 680	1 690	112,6	112,6	111,8	112,3
Dubrovnik-Neretva	1 663	1 690	1 669	1 674	114,0	112,4	113,2	113,2
Međimurje	1 647	1 636	1 628	1 637	115,9	112,6	113,3	113,9
City of Zagreb	2 197	2 210	2 210	2 206	114,8	112,9	114,5	114,1

# 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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