



## AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT FOR MARCH 2022

For March 2022, the average monthly paid off net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 7 607 kuna, which represented a nominal increase of 2.1% while in real terms it remained the same, as compared to February 2022.

For March 2022, the average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 10 328 kuna, which represented a nominal increase of 2.2% and a real one of 0.1%, as compared to February 2022.

The highest average monthly paid off net earnings per person in paid employment in legal entities for March 2022 were paid off in the Information service activities and amounted to 15 360 kuna, while the lowest earnings were paid off in the activity Security and investigation activities and amounted to 4 867 kuna.

The highest average monthly gross earnings per person in paid employment in legal entities for March 2022 were paid off in the Information service activities and amounted to 23 663 kuna, while the lowest earnings were paid off in the activity Security and investigation activities and amounted to 6 278 kuna.

The average monthly paid off net earnings per person in paid employment in legal entities in the Republic of Croatia for March 2022 were nominally higher by 6.6% and really lower by 0.7%, as compared to the same month last year.

The average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia for March 2022 were nominally higher by 7.6% and really by 0.3%, as compared to the same month last year.

In the period from January to March 2022, the average monthly paid off net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 7 481 kuna, which represented a nominal increase and of 6.1% and a real decrease of 0.3%, as compared to the same period of 2021.

In the period from January to March 2022, the average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 10 143 kuna, which represented a nominal increase of 7.0% and real one of 0.6%, as compared to the same period of 2021.

In March 2022, there were 183 paid hours on average, which means that they increased by 15.8%, as compared to February 2022. The greatest number of paid hours was recorded in the activity Water transport (191) and the smallest one in Social work activities without accommodation (167).

The average monthly paid off net earnings per hour for March 2022 amounted to 40.96 kuna, which was 10.7% lower than in February 2022. As compared to the same month last year, they increased by 6.4%.

The average monthly gross earnings per hour for March 2022 amounted to 55.61 kuna, which was 10.7% lower than in February 2022. As compared to the same month last year, they increased by 7.5%.

Median net earnings for March 2022 amounted to 6 352 kuna, while median gross earnings amounted to 8 302 kuna.

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

### 1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR MARCH 2022

	III 2022	I – III 2022	Indices		
			III 2022 II 2022	III 2022 III 2021	I – III 2022 I – III 2021
<b>Net earnings</b>					
Average monthly paid off net earnings per employee, kuna	7 607	7 481	102,1	106,6	106,1
Real net earnings per employee			100,0	99,3	99,7
<b>Gross earnings</b>					
Average monthly gross earnings per employee, kuna	10 328	10 143	102,2	107,6	107,0
Real gross earnings per employee			100,1	100,3	100,6
<b>Net earnings per hour</b>					
Average paid off net earnings per hour, kuna	40,96	43,20	89,3	106,4	105,9
Real net earnings per hour			87,5	99,2	99,5
<b>Gross earnings per hour</b>					
Average monthly gross earnings per hour, kuna	55,61	58,57	89,3	107,5	106,8
Real gross earnings per hour			87,5	100,2	100,4

## 2 DISTRIBUTION OF NET AND GROSS EARNINGS, BY QUARTILES, FOR MARCH 2022

	III 2022	
	Net earnings, kuna	Gross earnings, kuna
First (lower) quartile	4 864	6 199
Second quartile (median)	6 352	8 302
Third (upper) quartile	8 586	11 535
Fourth quartile	z	z

## 3 DISTRIBUTION OF NET AND GROSS EARNINGS, BY DECILES, FOR MARCH 2022

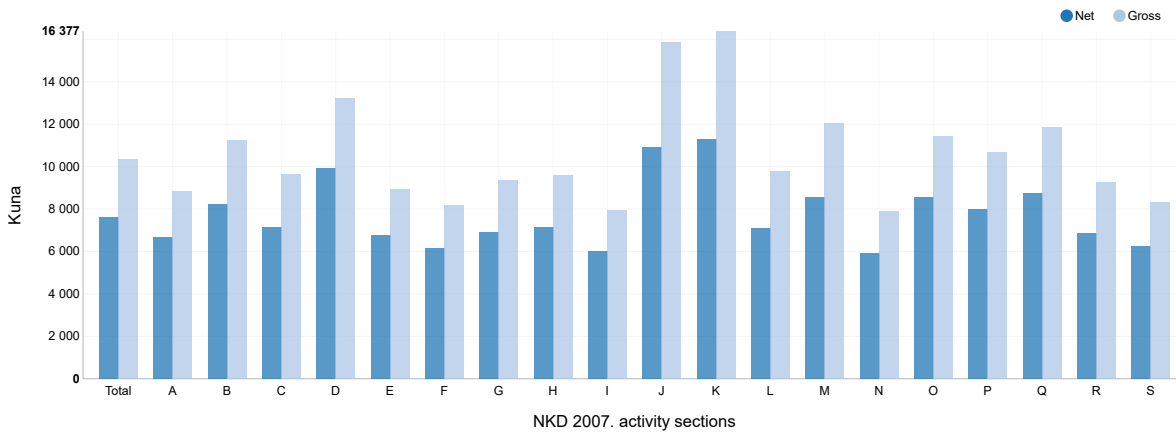
	III 2022	
	Net earnings, kuna	Gross earnings, kuna
First decile	4 124	5 075
Second decile	4 675	5 846
Third decile	5 070	6 473
Fourth decile	5 672	7 312
Fifth decile (median)	6 352	8 302
Sixth decile	7 160	9 500
Seventh decile	8 069	10 797
Eighth decile	9 224	12 487
Ninth decile	11 596	16 256
Tenth decile	z	z

## 4 PAID OFF NON-TAXABLE INCOMES, ACCORDING TO NKD 2007.<sup>1)</sup>, MARCH 2022

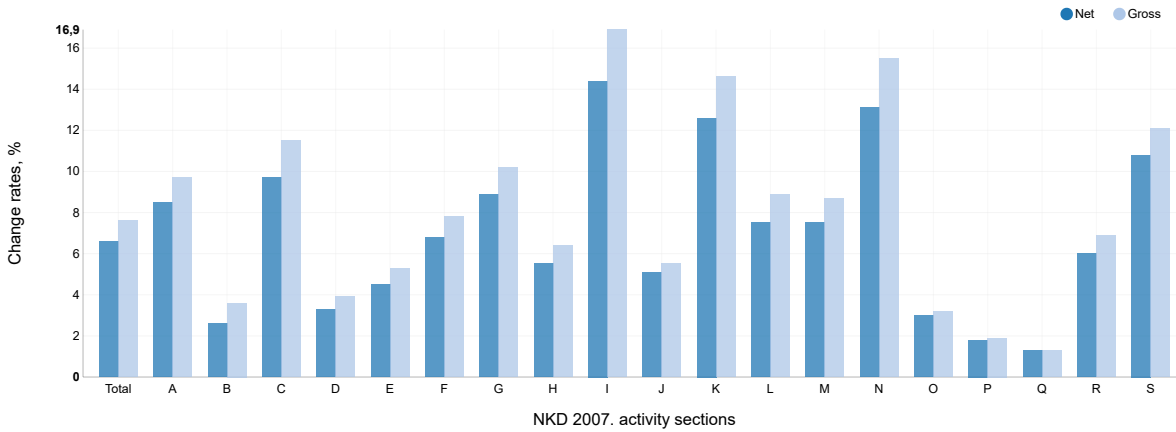
	III 2022	
	Average non-taxable income by number of receivers, kuna	Average non-taxable income by number of persons in employment who received earnings, kuna
Total	633	6
A Agriculture, forestry and fishing	462	10
B Mining and quarrying	669	17
C Manufacturing	496	4
D Electricity, gas, steam and air conditioning supply	444	3
E Water supply; sewerage, waste management and remediation activities	488	7
F Construction	692	7
G Wholesale and retail trade; repair of motor vehicles and motorcycles	508	3
H Transportation and storage	470	3
I Accommodation and food service activities	531	7
J Information and communication	545	2
K Financial and insurance activities	302	1
L Real estate activities	943	7
M Professional, scientific and technical activities	687	11
N Administrative and support service activities	568	27
O Public administration and defence; compulsory social security	725	5
P Education	455	0
Q Human health and social work activities	1 125	13
R Arts, entertainment and recreation	970	3
S Other service activities	1 081	13

1) Activity sections T (Activities of households as employers; undifferentiated goods – and services – producing activities of households for own use) and U (Activities of extraterritorial organisations and bodies) as well as their divisions are not presented in this First Release since they were not covered by the survey.

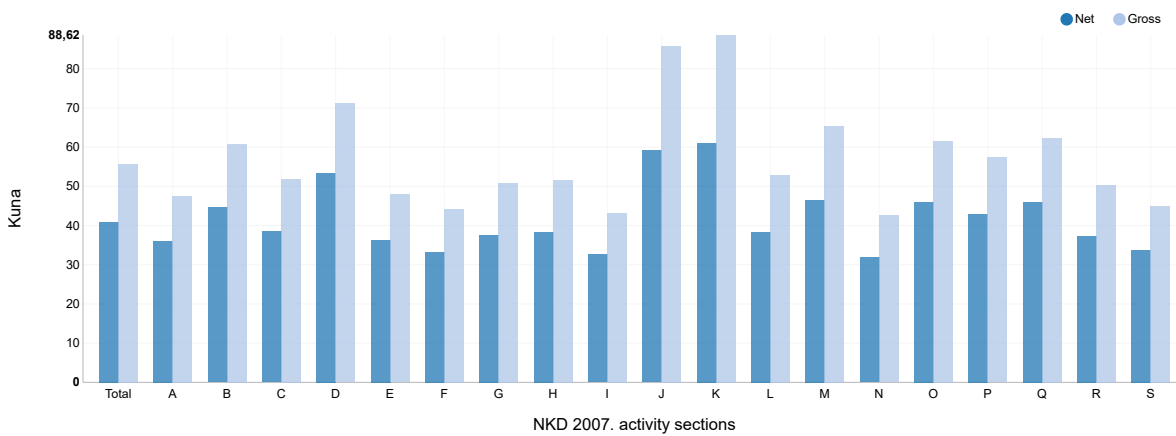
G-1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR MARCH 2022, ACCORDING TO NKD 2007.



G-2 ANNUAL CHANGE RATES OF AVERAGE NET AND GROSS EARNINGS FOR MARCH 2022, ACCORDING TO NKD 2007.



G-3 AVERAGE MONTHLY NET AND GROSS EARNINGS PER PAID HOUR FOR MARCH 2022, ACCORDING TO NKD 2007.



- A Agriculture, forestry and fishing
- B Mining and quarrying
- C Manufacturing
- D Electricity, gas, steam and air conditioning supply
- E Water supply; sewerage, waste management and remediation activities
- F Construction
- G Wholesale and retail trade; repair of motor vehicles and motorcycles
- H Transportation and storage
- I Accommodation and food service activities
- J Information and communication
- K Financial and insurance activities
- L Real estate activities
- M Professional, scientific and technical activities
- N Administrative and support service activities
- O Public administration and defence; compulsory social security
- P Education
- Q Human health and social work activities
- R Arts, entertainment and recreation
- S Other service activities

## 5 AVERAGE MONTHLY PAID OFF NET EARNINGS OF PERSONS IN EMPLOYMENT IN 2022<sup>1)</sup>, ACCORDING TO NKD 2007.

		Average paid off net earnings per person in employment, kuna				Indices of change in average monthly paid off net earnings according to payoffs for month					
		For month				Nominal			Real		
		I	II	III	I – III	III 2022 II 2022	III 2022 III 2021	I – III 2022 I – III 2021	III 2022 II 2022	III 2022 III 2021	I – III 2022 I – III 2021
O	Public administration and defence; compulsory social security	8 597	8 502	8 553	8 550	100,6	103,0	102,7	98,5	96,0	96,5
84	Public administration and defence; compulsory social security	8 597	8 502	8 553	8 550	100,6	103,0	102,7	98,5	96,0	96,5
84.1	Administration of the State and the economic and social policy of the community	8 594	8 656	8 743	8 665	101,0	106,1	105,6	98,9	98,9	99,2
84.2	Provision of services to the community as a whole	8 770	8 536	8 567	8 620	100,4	101,2	101,1	98,3	94,3	95,0
84.3	Compulsory social security activities	7 196	7 192	7 204	7 197	100,2	100,1	99,9	98,1	93,3	93,9
P	Education	7 908	7 900	7 993	7 934	101,2	101,8	102,1	99,1	94,9	96,0
85	Education	7 908	7 900	7 993	7 934	101,2	101,8	102,1	99,1	94,9	96,0
85.1	Pre-primary education	6 255	6 288	6 373	6 308	101,4	102,5	101,9	99,3	95,5	95,8
85.2	Primary education	7 691	7 680	7 863	7 746	102,4	101,9	102,1	100,3	95,0	96,0
85.3	Secondary education	7 902	7 870	7 979	7 917	101,4	101,6	102,0	99,3	94,7	95,9
85.4	Higher education	10 840	10 912	10 883	10 879	99,7	102,0	101,9	97,6	95,1	95,8
85.5	Other education	5 881	5 846	5 987	5 905	102,4	105,1	105,0	100,3	97,9	98,7
85.6	Educational support activities	7 580	7 508	7 536	7 541	100,4	96,5	98,0	98,3	89,9	92,1
Q	Human health and social work activities	9 144	8 817	8 736	8 897	99,1	101,3	101,4	97,1	94,4	95,3
86	Human health activities	9 866	9 486	9 357	9 567	98,6	100,4	100,7	96,6	93,6	94,6
86.1	Hospital activities	10 384	9 897	9 688	9 987	97,9	99,5	100,1	95,9	92,7	94,1
86.2	Medical and dental practice activities	8 771	8 701	8 765	8 746	100,7	102,7	103,0	98,6	95,7	96,8
86.9	Other human health activities	9 054	8 647	8 573	8 757	99,1	101,4	100,7	97,1	94,5	94,6
87	Residential care activities	6 388	6 198	6 256	6 280	100,9	102,7	102,2	98,8	95,7	96,1
87.1	Residential nursing care activities	5 983	5 788	5 813	5 862	100,4	102,3	101,5	98,3	95,3	95,4
87.2	Residential care activities for mental retardation, mental health and substance abuse	6 906	6 785	6 825	6 838	100,6	102,3	102,0	98,5	95,3	95,9
87.3	Residential care activities for the elderly and disabled	5 997	5 785	5 849	5 876	101,1	103,4	102,5	99,0	96,4	96,3
87.9	Other residential care activities	7 512	7 341	7 395	7 416	100,7	101,5	102,0	98,6	94,6	95,9
88	Social work activities without accommodation	6 456	6 460	6 648	6 522	102,9	107,2	105,4	100,8	99,9	99,1
88.1	Social work activities without accommodation for the elderly and disabled	5 530	5 538	5 525	5 531	99,8	102,7	103,5	97,7	95,7	97,3
88.9	Other social work activities without accommodation	6 521	6 524	6 727	6 591	103,1	107,6	105,6	101,0	100,3	99,2

1) On the basis of user requirements, we are publishing a supplement to the regular First Release issued once in three months. Data are presented at the group level (three digits) for NKD 2007. sections O, P and Q.

## 6 AVERAGE MONTHLY GROSS EARNINGS OF PERSONS IN EMPLOYMENT IN 2022<sup>1)</sup>, ACCORDING TO NKD 2007.

		Average gross earnings per person in employment, kuna				Indices of change in average monthly gross earnings according to payoffs for month					
		For month				Nominal			Real		
		I	II	III	I – III	III 2022 II 2022	III 2022 III 2021	I – III 2022 I – III 2021	III 2022 II 2022	III 2022 III 2021	I – III 2022 I – III 2021
O	Public administration and defence; compulsory social security	11 560	11 395	11 437	11 462	100,4	103,2	103,0	98,3	96,2	96,8
84	Public administration and defence; compulsory social security	11 560	11 395	11 437	11 462	100,4	103,2	103,0	98,3	96,2	96,8
84.1	Administration of the State and the economic and social policy of the community	11 699	11 782	11 882	11 788	100,8	106,1	105,6	98,7	98,9	99,2
84.2	Provision of services to the community as a whole	11 677	11 305	11 319	11 426	100,1	101,5	101,5	98,0	94,6	95,4
84.3	Compulsory social security activities	9 667	9 661	9 662	9 663	100,0	100,1	99,9	97,9	93,3	93,9
P	Education	10 645	10 616	10 688	10 650	100,7	101,9	102,2	98,6	95,0	96,1
85	Education	10 645	10 616	10 688	10 650	100,7	101,9	102,2	98,6	95,0	96,1
85.1	Pre-primary education	8 263	8 301	8 417	8 330	101,4	102,9	102,2	99,3	95,9	96,1
85.2	Primary education	10 057	10 012	10 149	10 074	101,4	101,8	101,9	99,3	94,9	95,8
85.3	Secondary education	10 873	10 828	10 988	10 897	101,5	101,7	102,3	99,4	94,8	96,1
85.4	Higher education	15 264	15 356	15 260	15 293	99,4	101,9	101,8	97,4	95,0	95,7
85.5	Other education	7 817	7 757	7 966	7 846	102,7	105,7	105,6	100,6	98,5	99,2
85.6	Educational support activities	10 228	10 061	10 166	10 152	101,0	96,8	97,8	98,9	90,2	91,9
Q	Human health and social work activities	12 536	12 009	11 834	12 123	98,5	101,3	101,5	96,5	94,4	95,4
86	Human health activities	13 650	13 039	12 795	13 158	98,1	100,3	100,7	96,1	93,5	94,6
86.1	Hospital activities	14 444	13 661	13 287	13 792	97,3	99,3	99,9	95,3	92,5	93,9
86.2	Medical and dental practice activities	12 007	11 883	11 951	11 947	100,6	103,1	103,6	98,5	96,1	97,4
86.9	Other human health activities	12 321	11 690	11 532	11 845	98,6	101,5	100,7	96,6	94,6	94,6
87	Residential care activities	8 238	7 938	7 987	8 053	100,6	102,9	102,4	98,5	95,9	96,2
87.1	Residential nursing care activities	7 632	7 327	7 343	7 435	100,2	102,6	101,6	98,1	95,6	95,5
87.2	Residential care activities for mental retardation, mental health and substance abuse	8 894	8 690	8 676	8 752	99,8	102,0	102,0	97,7	95,1	95,9
87.3	Residential care activities for the elderly and disabled	7 682	7 353	7 424	7 484	101,0	103,8	102,7	98,9	96,7	96,5
87.9	Other residential care activities	9 991	9 704	9 747	9 814	100,4	101,8	102,5	98,3	94,9	96,3
88	Social work activities without accommodation	8 459	8 448	8 615	8 508	102,0	107,8	105,8	99,9	100,5	99,4
88.1	Social work activities without accommodation for the elderly and disabled	7 244	7 271	7 213	7 242	99,2	102,7	103,7	97,2	95,7	97,5
88.9	Other social work activities without accommodation	8 544	8 530	8 713	8 596	102,1	108,3	106,0	100,0	100,9	99,6

1) On the basis of user requirements, we are publishing a supplement to the regular First Release issued once in three months. Data are presented at the group level (three digits) for NKD 2007, sections O, P and Q.

## 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 pay-offs in the current for the previous month, which is in line with the pay-off dynamics in most legal entities, so the average earnings refer to the month for which the pay-off has been received. It does not apply to paid-off non-taxable incomes.

Non-taxable incomes received by person in employment are presented in table 4.

The following non-taxable incomes are covered, according to codes on the JOPPD form:

- Code 21 – gift for a child younger than 15 and benefit for a newborn, up to a prescribed amount
- Code 22 – occasional bonuses (Christmas bonus, annual leave bonus, etc.), up to a prescribed amount
- Code 24 – supplements for seafarers, up to a prescribed amount
- Code 25 – compensation for living separately from family, up to a prescribed amount
- Code 26 – severance, up to a prescribed amount
- Code 60 – jubilee payments to persons in employment depending on years of service, up to a prescribed amount
- Code 61 – occasional bonuses (Christmas bonus, annual leave bonus, etc.) for previous taxation periods (subsequent payments), up to a prescribed amount
- Code 62 – expenses for food and accommodation of seasonal workers, according to Article 7, Item 35, of the Income Tax Ordinance
- Code 63 – pecuniary awards for performance results and other types of additional awarding of persons in employment (supplemental earnings, supplements to monthly earnings, etc.)
- Code 64 – expenses for accommodation and food of persons engaged in occasional seasonal agricultural works, according to Article 6, Item 10, of the Income Tax Ordinance
- Code 65 – pecuniary lump-sum reimbursements for covering food costs of persons in employment, up to a prescribed amount
- Code 66 – food expenses for persons in employment emerged during employment with the employer based on authentic documentation, up to a prescribed amount
- Code 67 – accommodation expenses for persons in employment emerged during employment with the employer based on authentic documentation, paid through cashless transaction
- Code 68 – accommodation expenses for persons in employment emerged during employment with the employer based on authentic documentation, transmitted to worker's account
- Code 69 – reimbursements for expenses of hospitality, tourist and other services rendered during workers' vacation, pursuant to regulations determined by the ministry in charge for tourism
- Code 70 – reimbursements for expenses of regular care for workers' children in institutions of pre-school education as well as in other legal entities or natural persons (kindergartens etc.)
- Code 71 – premiums of supplemental and additional health insurance – in effect since 2020.

Data from January 2016 and onwards are not comparable to previously published monthly data.

## Definitions

**Average monthly paid off net earnings** comprise income of a person in employment earned for work done during regular working hours as well as annual leave, paid leave, public holidays and day-offs 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.

**Number of paid hours** is a number of hours for which persons in employment were paid. They include hours actually worked (hours done during regular working time and overtime hours) and hours not actually worked (annual leave, holidays, sick leave lasting less than 42 days and other paid hours not actually done). Paid hours do not include working hours not actually worked which are paid outside a legal entity (sick leave hours lasting over 42 days, maternity leave hours, hours of shorter working time done by parents, etc.).

**Average monthly net and gross earnings per person in employment** are calculated by dividing the total of pay-offs with the number of persons in employment expressed in full-time equivalent.

**Average monthly net and gross earnings per paid hour** are calculated by dividing the total of pay-offs with the total number of paid hours.

**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.

**Real indices** of net and gross earnings are calculated by dividing index of nominal net and gross earnings with a consumer price index for the respective month and year.

**Median monthly net and gross earnings** are calculated by determining a mean after earnings of persons in employment have been rank-ordered from the lowest to the highest one and shows that 50% of persons in employment get earnings that are equal to or lower than that amount (median) and another 50% get earnings that are equal to or higher than that amount (median).

**Quartile monthly net and gross earnings** are calculated by dividing the earnings of persons in employment into four equal parts after they have been rank-ordered from the lowest to the highest one. Then the amount is selected below which 25%, 50%, 75% and 100% of the earnings of persons in employment are placed. They can be divided to first (lower) quartile, second quartile (median), third (upper) quartile and fourth quartile.

**The first (lower) quartile** indicates that 25% of persons in employment get earnings that are equal to or lower than the first quartile, while 75% of persons in employment get earnings that are equal to or higher than the first quartile.

**The third (upper) quartile** indicates that 75% of persons in employment get earnings that are equal to or lower than the third quartile, while 25% of persons in employment get earnings that are equal to or higher than the third quartile.

**Decile monthly net and gross earnings** are calculated by dividing earnings of persons in employment into ten equal parts after they have been rank-ordered from the lowest to the highest one. Then the amount is selected below which 10%, 20%, 30%, 40%, 50%, 60%, 70%, 80%, 90% and 100% of earnings of persons in employment are placed.

**The first decile** includes persons in employment with the lowest monthly earnings and indicates that 10% of persons in employment get earnings that are equal to or lower than the first decile, while 90% of persons in employment get earnings that are equal to or higher than that amount. The second decile includes persons in employment who get earnings that are higher than those included in the first decile and lower than those included in the third decile, etc.

## Abbreviations

NKD 2007. National Classification of Activities, 2007 version  
z data are not published for confidentiality reasons

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