

First Release

Year: LXII.

Zagreb, 20 February 2026

RAD-2025-1-5/4

ISSN 1334-0557



## AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT, BY SEX, FOURTH QUARTER OF 2025

Data on average earnings, by sex, 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, which is why data by activities are not comparable with hitherto published monthly data.

The average monthly paid net earnings per person in employment in legal entities of the Republic of Croatia in the fourth quarter of 2025 amounted to **1 457 euro** for women and to **1 513 euro** for men.

Compared to the same period of the previous year, the average net earnings increased by **9.7%** for women and by **9.6%** for men. The greatest increase in the average net earnings for women was recorded in Transportation and storage, of 13.1%, while for men it was recorded in Water supply; sewerage, waste management and remediation activities, of 12.0%.

In the fourth quarter of 2025, women had the highest net earnings in activity Electricity, gas, steam and air conditioning supply, which amounted to 1 843 euro, and the lowest net earnings in Other service activities, which amounted to 1 113 euro. The highest average net earnings for men were recorded in Human health and social work activities, 2 274 euro, while the lowest net earnings were recorded in Administrative and support service activities, 1 166 euro.

The average monthly gross earnings per person in employment in the fourth quarter of 2025 amounted to **2 030 euro** for women and to **2 112 euro** for men.

Compared to the same period of the previous year, the average gross earnings increased by **10.4%** for women and by **10.5%** for men. The greatest increase in the average gross earnings for women was recorded in Transportation and storage, of 14.4%, while for men it was recorded in Construction, of 13.5%.

In the fourth quarter of 2025, women had the highest average gross earnings in Electricity, gas, steam and air conditioning supply, which amounted to 2 590 euro, and the lowest gross earnings in Other service activities, which amounted to 1 511 euro. The highest average gross earnings for men were recorded in Human health and social work activities, 3 264 euro, while the lowest gross earnings were recorded in Administrative and support service activities, 1 603 euro.

In the fourth quarter of 2025, women had **173 paid hours** on average and men **174 paid hours** on average. The average monthly paid net earnings per hour in the fourth quarter of 2025 amounted to **8.18 euro** for women and to **8.46 euro** for men. The average monthly gross earnings per hour in the fourth quarter of 2025 amounted to **11.40 euro** for women and to **11.81 euro** for men.

In the fourth quarter of 2025, women had higher average gross earnings per hour than men in four activity sections, ranging from 14.4% in Construction to 1.3% in Electricity, gas, steam and air conditioning supply, while men had higher average gross earnings per hour than women in the remaining fifteen activity sections, ranging from 22.1% in Financial and insurance activities to 3.4% in Administrative and support service activities.

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

1 AVERAGE MONTHLY PAID NET EARNINGS PER PERSON IN EMPLOYMENT IN  
LEGAL ENTITIES, ACCORDING TO NKD 2007<sup>1)</sup> AND BY SEX

		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			
		X	XI	XII	X – XII	$\frac{X\ 2025}{X\ 2024}$	$\frac{XI\ 2025}{XI\ 2024}$	$\frac{XII\ 2025}{XII\ 2024}$	$\frac{X - XII\ 2025}{X - XII\ 2024}$
	Total	1 470	1 498	1 494	1 487	109,7	109,7	109,8	109,7
	Women	1 440	1 471	1 459	1 457	109,8	109,8	109,5	109,7
	Men	1 496	1 522	1 522	1 513	109,5	109,7	109,8	109,6
A	Agriculture, forestry and fishing	1 316	1 272	1 330	1 306	108,8	109,3	111,1	109,7
	Women	1 243	1 222	1 259	1 241	111,5	111,7	111,8	111,7
	Men	1 343	1 289	1 355	1 329	108,0	108,4	110,8	109,0
B	Mining and quarrying	1 477	1 492	1 713	1 561	109,3	107,8	114,5	110,6
	Women	1 368	1 364	1 366	1 366	109,9	107,8	103,8	107,1
	Men	1 490	1 507	1 756	1 584	109,3	107,8	115,8	111,0
C	Manufacturing	1 348	1 370	1 371	1 363	110,7	110,2	111,4	110,7
	Women	1 213	1 235	1 239	1 229	110,9	110,5	111,2	110,8
	Men	1 413	1 434	1 434	1 427	110,6	110,0	111,3	110,6
D	Electricity, gas, steam and air conditioning supply	1 856	1 730	2 029	1 873	109,8	107,6	111,1	109,7
	Women	1 836	1 686	2 003	1 843	109,9	106,3	112,0	109,6
	Men	1 862	1 743	2 036	1 881	109,7	108,0	110,8	109,6
E	Water supply; sewerage, waste management and remediation activities	1 364	1 353	1 394	1 370	112,6	110,9	112,9	112,1
	Women	1 373	1 341	1 398	1 371	113,1	110,5	113,4	112,4
	Men	1 362	1 356	1 393	1 370	112,6	111,0	112,8	112,0
F	Construction	1 209	1 202	1 212	1 208	112,4	110,2	113,3	112,0
	Women	1 308	1 331	1 355	1 331	113,1	108,4	114,5	111,8
	Men	1 199	1 188	1 196	1 194	112,4	110,3	113,0	111,9
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	1 305	1 352	1 334	1 330	110,2	110,0	109,3	109,8
	Women	1 215	1 259	1 235	1 237	111,0	110,1	109,7	110,3
	Men	1 407	1 455	1 445	1 436	109,3	109,6	108,6	109,2
H	Transportation and storage	1 387	1 376	1 450	1 405	111,5	110,8	113,5	112,0
	Women	1 383	1 376	1 444	1 401	113,4	112,1	114,0	113,1
	Men	1 388	1 377	1 452	1 406	111,0	110,5	113,3	111,6
I	Accommodation and food service activities	1 186	1 215	1 165	1 189	109,9	109,9	108,5	109,4
	Women	1 157	1 185	1 139	1 161	110,6	110,6	108,9	110,2
	Men	1 214	1 244	1 191	1 216	109,1	108,9	108,0	108,7
J	Information and communication	1 875	1 913	1 905	1 897	110,0	110,8	110,8	110,5
	Women	1 704	1 729	1 738	1 724	111,8	112,2	112,3	112,1
	Men	1 959	2 003	1 988	1 983	109,0	110,0	110,0	109,7
K	Financial and insurance activities	1 783	1 930	1 820	1 844	109,9	109,7	109,8	109,9
	Women	1 632	1 770	1 672	1 691	110,0	110,1	109,6	109,9

	Men	2 078	2 240	2 108	2 142	109,3	108,6	109,4	109,2
L	Real estate activities	1 310	1 358	1 333	1 334	107,5	109,3	111,3	109,3
	Women	1 271	1 303	1 288	1 288	106,7	108,9	112,1	109,3
	Men	1 346	1 408	1 373	1 376	108,3	110,0	110,6	109,6
M	Professional, scientific and technical activities	1 575	1 611	1 593	1 593	109,6	110,9	110,1	110,2
	Women	1 501	1 528	1 519	1 516	110,2	110,4	110,8	110,5
	Men	1 644	1 689	1 660	1 664	109,2	111,3	109,4	109,9
N	Administrative and support service activities	1 152	1 150	1 146	1 149	108,1	110,7	111,5	110,1
	Women	1 130	1 123	1 120	1 125	107,5	110,4	110,7	109,6
	Men	1 168	1 168	1 163	1 166	108,4	110,8	112,0	110,4
O	Public administration and defence; compulsory social security	1 833	1 872	1 876	1 860	108,9	109,7	107,7	108,7
	Women	1 696	1 713	1 722	1 710	109,6	109,6	109,1	109,4
	Men	1 981	2 040	2 040	2 020	108,5	109,9	106,5	108,3
P	Education	1 647	1 643	1 632	1 641	107,4	107,4	107,2	107,4
	Women	1 599	1 593	1 588	1 593	107,7	107,6	107,7	107,6
	Men	1 837	1 832	1 804	1 824	106,6	106,4	105,7	106,3
Q	Human health and social work activities	1 858	1 955	1 893	1 902	108,3	109,6	106,5	108,1
	Women	1 746	1 833	1 778	1 785	108,2	109,4	106,5	108,0
	Men	2 218	2 345	2 260	2 274	108,6	109,8	106,2	108,2
R	Arts, entertainment and recreation	1 461	1 453	1 433	1 449	114,9	109,1	110,0	111,3
	Women	1 427	1 388	1 380	1 398	117,4	109,0	110,1	112,1
	Men	1 501	1 528	1 495	1 508	112,0	108,9	109,8	110,2
S	Other service activities	1 180	1 190	1 193	1 188	111,3	110,8	112,4	111,5
	Women	1 105	1 116	1 116	1 113	110,9	111,0	112,3	111,5
	Men	1 331	1 340	1 350	1 340	112,1	110,6	112,7	111,8

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.

## 2 AVERAGE MONTHLY GROSS EARNINGS PER PERSON IN EMPLOYMENT IN LEGAL ENTITIES, ACCORDING TO NKD 2007<sup>1)</sup> AND BY SEX

	Average monthly gross earnings per person in employment, euro				Nominal indices of change in average monthly gross earnings according to payments for month			
	X	XI	XII	X – XII	X 2025 X 2024	XI 2025 XI 2024	XII 2025 XII 2024	X – XII 2025 X – XII 2024
Total	2 045	2 093	2 087	2 075	110,2	110,2	111,2	110,5
Women	2 002	2 053	2 036	2 030	110,4	110,2	110,8	110,4
Men	2 081	2 126	2 129	2 112	110,0	110,2	111,4	110,5
A Agriculture, forestry and fishing	1 790	1 723	1 811	1 775	109,6	110,2	112,8	110,9
Women	1 699	1 669	1 727	1 699	112,8	113,2	114,1	113,4
Men	1 822	1 743	1 841	1 802	108,5	109,1	112,5	110,0
B Mining and quarrying	2 050	2 074	2 429	2 184	110,2	108,3	117,3	112,0
Women	1 919	1 916	1 917	1 917	110,2	107,9	104,2	107,3
Men	2 066	2 093	2 492	2 217	110,2	108,3	118,8	112,6
C Manufacturing	1 856	1 894	1 898	1 883	111,5	110,8	113,2	111,8
Women	1 660	1 696	1 705	1 687	111,9	111,2	113,2	112,1
Men	1 951	1 988	1 990	1 976	111,3	110,6	113,0	111,6
D Electricity, gas, steam and air conditioning supply	2 551	2 355	2 852	2 588	110,4	108,0	112,4	110,4
Women	2 568	2 332	2 864	2 590	110,4	106,3	113,3	110,2
Men	2 546	2 361	2 849	2 587	110,4	108,4	112,2	110,5
E Water supply; sewerage, waste management and remediation activities	1 871	1 856	1 920	1 883	113,7	111,7	114,8	113,5
Women	1 905	1 858	1 947	1 903	114,1	111,3	115,3	113,5
Men	1 862	1 856	1 913	1 877	113,7	111,9	114,6	113,4
F Construction	1 663	1 653	1 671	1 663	113,7	110,9	115,7	113,5
Women	1 829	1 865	1 908	1 868	114,1	108,3	116,8	113,0
Men	1 645	1 630	1 645	1 640	113,7	111,3	115,6	113,5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	1 803	1 878	1 852	1 844	111,1	110,7	110,9	110,9
Women	1 665	1 735	1 699	1 699	112,1	111,1	111,6	111,6
Men	1 958	2 038	2 023	2 007	109,8	110,1	109,9	110,0
H Transportation and storage	1 922	1 906	2 026	1 951	112,5	111,8	115,6	113,3
Women	1 928	1 918	2 029	1 958	114,4	112,9	115,9	114,4
Men	1 921	1 903	2 026	1 950	112,0	111,5	115,6	113,0
I Accommodation and food service activities	1 628	1 673	1 597	1 633	110,8	110,4	110,0	110,4
Women	1 583	1 629	1 556	1 590	111,6	111,6	110,5	111,3
Men	1 671	1 718	1 636	1 675	109,8	109,4	109,4	109,5
J Information and communication	2 712	2 772	2 763	2 749	109,9	110,7	111,7	110,8
Women	2 460	2 502	2 518	2 493	112,1	112,6	113,4	112,7
Men	2 837	2 906	2 885	2 876	108,9	109,9	110,8	109,9
K Financial and insurance activities	2 541	2 780	2 602	2 640	109,9	109,6	110,4	110,0
Women	2 311	2 533	2 377	2 406	109,9	110,0	110,4	110,2

	Men	2 995	3 257	3 040	3 097	109,2	108,3	110,0	109,2
L	Real estate activities	1 828	1 908	1 864	1 867	108,0	110,0	113,3	110,5
	Women	1 771	1 825	1 801	1 799	107,1	109,3	114,4	110,3
	Men	1 880	1 983	1 922	1 928	109,0	110,8	112,6	110,8
M	Professional, scientific and technical activities	2 238	2 296	2 265	2 266	109,8	111,2	111,2	110,8
	Women	2 132	2 174	2 160	2 155	110,6	110,6	112,0	111,0
	Men	2 337	2 408	2 362	2 369	109,3	111,7	110,5	110,5
N	Administrative and support service activities	1 579	1 575	1 570	1 575	108,9	111,9	113,9	111,6
	Women	1 544	1 531	1 530	1 535	108,2	111,8	113,0	111,0
	Men	1 604	1 607	1 597	1 603	109,3	112,1	114,4	111,9
O	Public administration and defence; compulsory social security	2 550	2 630	2 641	2 607	109,1	109,9	109,2	109,4
	Women	2 382	2 416	2 432	2 410	109,6	109,7	110,1	109,8
	Men	2 731	2 857	2 864	2 817	108,8	110,1	108,4	109,1
P	Education	2 283	2 281	2 267	2 277	107,6	107,5	108,1	107,7
	Women	2 212	2 208	2 201	2 207	107,9	107,8	108,5	108,0
	Men	2 563	2 560	2 518	2 547	106,6	106,4	106,3	106,4
Q	Human health and social work activities	2 620	2 779	2 680	2 693	108,4	109,8	107,2	108,4
	Women	2 449	2 590	2 503	2 514	108,3	109,7	107,2	108,4
	Men	3 173	3 378	3 240	3 264	108,5	109,9	106,6	108,3
R	Arts, entertainment and recreation	2 045	2 035	2 003	2 028	115,9	109,2	111,2	112,0
	Women	1 997	1 940	1 927	1 955	118,9	109,4	111,5	113,2
	Men	2 100	2 145	2 091	2 112	112,7	108,7	110,8	110,7
S	Other service activities	1 611	1 625	1 632	1 623	112,5	111,8	114,8	113,1
	Women	1 500	1 515	1 518	1 511	112,3	112,3	114,8	113,2
	Men	1 836	1 851	1 864	1 850	113,2	111,2	114,6	113,0

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.

### 3 AVERAGE MONTHLY PAID NET EARNINGS PER PAID HOUR IN LEGAL ENTITIES, ACCORDING TO NKD 2007<sup>1)</sup> AND BY SEX

	Average monthly paid net earnings per paid hour, euro				Nominal indices of change in average monthly paid net earnings according to payments for month			
	X	XI	XII	X – XII	X 2025 X 2024	XI 2025 XI 2024	XII 2025 XII 2024	X – XII 2025 X – XII 2024
Total	7,91	9,17	8,04	8,34	109,7	114,8	105,2	109,7
Women	7,76	9,02	7,87	8,18	109,9	114,9	104,9	109,7
Men	8,03	9,30	8,18	8,46	109,5	114,8	105,4	109,6
A Agriculture, forestry and fishing	7,12	7,86	7,20	7,37	108,9	114,6	106,4	109,7
Women	6,73	7,54	6,83	7,01	111,4	116,9	107,2	111,6
Men	7,26	7,97	7,34	7,50	108,0	113,7	106,2	109,0
B Mining and quarrying	7,99	9,02	9,27	8,75	108,7	114,2	110,4	111,0
Women	7,39	8,44	7,40	7,71	109,3	112,5	99,2	106,6
Men	8,06	9,09	9,50	8,88	108,6	114,5	111,6	111,6
C Manufacturing	7,24	8,36	7,38	7,63	110,7	115,3	107,0	110,7
Women	6,54	7,56	6,69	6,90	110,8	115,6	106,9	110,8
Men	7,58	8,74	7,70	7,97	110,7	115,2	106,8	110,5
D Electricity, gas, steam and air conditioning supply	10,00	10,63	10,91	10,51	109,8	112,4	106,4	109,5
Women	9,98	10,49	10,87	10,44	110,2	111,5	107,2	109,5
Men	10,00	10,68	10,93	10,53	109,5	112,8	106,3	109,5
E Water supply; sewerage, waste management and remediation activities	7,32	8,23	7,47	7,65	112,8	116,2	108,3	112,3
Women	7,43	8,27	7,56	7,73	113,4	115,8	108,8	112,5
Men	7,29	8,22	7,45	7,63	112,7	116,3	108,3	112,2
F Construction	6,53	7,44	6,56	6,81	112,4	115,5	108,4	111,8
Women	7,11	8,26	7,36	7,54	113,2	113,6	109,9	111,9
Men	6,47	7,34	6,47	6,73	112,3	115,6	108,2	111,8
G Wholesale and retail trade; repair of motor vehicles and motorcycles	7,08	8,28	7,24	7,50	110,3	115,0	104,8	109,8
Women	6,60	7,70	6,72	6,98	110,9	115,3	105,3	110,3
Men	7,61	8,95	7,82	8,09	109,3	114,9	104,0	109,2
H Transportation and storage	7,42	8,34	7,75	7,82	111,4	115,5	108,8	111,9
Women	7,47	8,47	7,81	7,89	113,2	117,2	109,2	113,0
Men	7,40	8,31	7,74	7,80	110,9	115,1	108,9	111,4
I Accommodation and food service activities	6,39	7,46	6,32	6,68	110,0	114,9	104,1	109,5
Women	6,23	7,28	6,18	6,52	110,7	115,7	104,7	110,1
Men	6,54	7,64	6,46	6,84	109,0	114,0	103,7	108,7
J Information and communication	10,14	11,84	10,32	10,72	110,0	116,0	106,2	110,5
Women	9,24	10,73	9,43	9,76	111,9	117,7	107,5	112,2
Men	10,59	12,39	10,76	11,20	109,1	115,3	105,4	109,7
K Financial and insurance activities	9,66	11,99	9,86	10,43	109,9	115,1	105,0	109,8
Women	8,86	11,00	9,07	9,58	110,1	115,4	105,0	110,0

	Men	11,24	13,89	11,41	12,10	109,2	113,8	104,7	109,1
L	Real estate activities	7,10	8,42	7,22	7,54	107,4	115,0	106,6	109,4
	Women	6,89	8,08	6,98	7,28	106,8	114,4	107,4	109,3
	Men	7,28	8,72	7,43	7,77	108,2	115,5	106,0	109,6
M	Professional, scientific and technical activities	8,54	10,00	8,64	9,02	109,6	116,3	105,5	110,3
	Women	8,15	9,49	8,25	8,59	110,3	115,7	106,2	110,4
	Men	8,90	10,47	9,00	9,41	109,2	116,7	104,9	109,9
N	Administrative and support service activities	6,19	7,01	6,16	6,43	108,0	115,5	106,9	109,9
	Women	6,10	6,89	6,05	6,33	107,6	115,4	106,1	109,5
	Men	6,25	7,09	6,23	6,50	108,3	115,7	107,4	110,2
O	Public administration and defence; compulsory social security	9,79	11,37	9,99	10,34	109,0	114,8	103,2	108,8
	Women	9,12	10,53	9,26	9,60	109,7	115,1	104,6	109,6
	Men	10,50	12,23	10,75	11,11	108,6	114,6	102,0	108,1
P	Education	8,84	10,11	8,79	9,21	107,5	112,6	102,8	107,5
	Women	8,59	9,82	8,56	8,95	107,8	112,9	103,1	107,7
	Men	9,82	11,24	9,69	10,21	106,9	111,6	101,6	106,5
Q	Human health and social work activities	9,80	11,62	9,97	10,42	108,4	114,3	102,6	108,2
	Women	9,27	10,98	9,42	9,84	108,3	114,3	102,5	108,0
	Men	11,46	13,62	11,65	12,19	108,6	114,5	102,3	108,3
R	Arts, entertainment and recreation	7,90	8,93	7,77	8,17	114,8	114,2	105,7	111,3
	Women	7,75	8,52	7,51	7,90	117,6	114,1	106,1	112,2
	Men	8,09	9,40	8,08	8,48	111,9	114,2	105,5	110,3
S	Other service activities	6,38	7,34	6,47	6,70	111,7	116,5	108,0	111,9
	Women	6,00	6,92	6,07	6,31	111,1	116,7	107,6	111,7
	Men	7,13	8,20	7,26	7,50	112,8	116,6	108,7	112,4

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.

#### 4 AVERAGE MONTHLY GROSS EARNINGS PER PAID HOUR IN LEGAL ENTITIES, ACCORDING TO NKD 2007<sup>1)</sup> AND BY SEX

		Average monthly gross earnings per paid hour, euro				Nominal indices of change in average monthly gross earnings according to payments for month			
		X	XI	XII	X – XII	X 2025 X 2024	XI 2025 XI 2024	XII 2025 XII 2024	X – XII 2025 X – XII 2024
	Total	11,00	12,81	11,23	11,63	110,3	115,3	106,5	110,6
	Women	10,79	12,59	10,99	11,40	110,4	115,4	106,4	110,5
	Men	11,17	12,99	11,44	11,81	110,2	115,3	106,8	110,5
A	Agriculture, forestry and fishing	9,68	10,65	9,81	10,02	109,6	115,5	108,2	110,8
	Women	9,21	10,30	9,37	9,60	112,7	118,4	109,3	113,3
	Men	9,85	10,78	9,97	10,17	108,6	114,6	107,7	110,1
B	Mining and quarrying	11,09	12,55	13,15	12,25	109,6	114,9	113,2	112,5
	Women	10,38	11,86	10,39	10,82	109,7	112,7	99,6	106,9
	Men	11,18	12,63	13,49	12,42	109,6	115,1	114,7	113,1
C	Manufacturing	9,97	11,56	10,21	10,54	111,5	115,9	108,6	111,9
	Women	8,95	10,39	9,20	9,47	111,9	116,5	108,6	112,1
	Men	10,46	12,12	10,69	11,04	111,3	115,8	108,4	111,6
D	Electricity, gas, steam and air conditioning supply	13,74	14,47	15,34	14,52	110,3	112,8	107,8	110,3
	Women	13,96	14,51	15,53	14,67	110,6	111,5	108,4	110,1
	Men	13,68	14,46	15,29	14,48	110,2	113,1	107,6	110,3
E	Water supply; sewerage, waste management and remediation activities	10,04	11,29	10,30	10,51	114,0	117,1	110,3	113,6
	Women	10,31	11,46	10,53	10,73	114,4	116,7	110,5	113,7
	Men	9,98	11,25	10,24	10,45	114,1	117,3	110,2	113,6
F	Construction	8,98	10,23	9,05	9,38	113,8	116,4	110,9	113,4
	Women	9,94	11,58	10,37	10,58	114,3	113,5	112,0	113,0
	Men	8,88	10,08	8,91	9,25	113,7	116,8	110,8	113,5
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	9,77	11,51	10,05	10,40	111,0	115,8	106,3	110,9
	Women	9,04	10,61	9,24	9,59	112,0	116,2	107,2	111,6
	Men	10,59	12,53	10,95	11,30	109,7	115,4	105,3	109,8
H	Transportation and storage	10,28	11,55	10,83	10,86	112,5	116,4	110,8	113,1
	Women	10,41	11,80	10,97	11,03	114,3	117,9	111,1	114,3
	Men	10,24	11,48	10,79	10,81	111,9	116,1	110,8	112,7
I	Accommodation and food service activities	8,76	10,28	8,67	9,18	110,7	115,6	105,7	110,5
	Women	8,52	10,00	8,45	8,94	111,7	116,7	106,3	111,5
	Men	9,00	10,56	8,88	9,42	109,8	114,7	105,1	109,7
J	Information and communication	14,67	17,17	14,97	15,54	110,0	116,1	107,0	110,8
	Women	13,34	15,52	13,66	14,11	112,1	118,0	108,6	112,7
	Men	15,33	17,98	15,62	16,24	109,0	115,2	106,2	109,9
K	Financial and insurance activities	13,77	17,26	14,10	14,94	109,8	114,9	105,6	110,0
	Women	12,54	15,74	12,89	13,63	110,0	115,3	105,6	110,2

	Men	16,19	20,19	16,45	17,50	109,1	113,5	105,1	109,2
L	Real estate activities	9,90	11,82	10,10	10,55	108,0	115,5	108,6	110,5
	Women	9,60	11,31	9,76	10,18	107,1	114,9	109,5	110,4
	Men	10,17	12,28	10,40	10,89	108,9	116,4	107,9	110,8
M	Professional, scientific and technical activities	12,13	14,24	12,29	12,83	109,9	116,5	106,6	110,8
	Women	11,57	13,51	11,72	12,21	110,6	116,1	107,2	111,0
	Men	12,65	14,93	12,81	13,39	109,3	117,2	106,0	110,5
N	Administrative and support service activities	8,48	9,60	8,44	8,81	108,9	116,8	109,2	111,4
	Women	8,33	9,39	8,27	8,64	108,2	116,8	108,4	110,9
	Men	8,59	9,75	8,56	8,94	109,3	116,9	109,7	111,9
O	Public administration and defence; compulsory social security	13,62	15,98	14,07	14,49	109,3	115,0	104,8	109,4
	Women	12,82	14,86	13,08	13,52	109,9	115,2	105,7	109,9
	Men	14,47	17,13	15,09	15,50	108,9	114,8	103,9	109,0
P	Education	12,25	14,04	12,21	12,78	107,6	112,7	103,6	107,8
	Women	11,88	13,60	11,86	12,39	107,9	113,0	103,9	108,0
	Men	13,70	15,71	13,53	14,25	106,8	111,6	102,0	106,6
Q	Human health and social work activities	13,82	16,52	14,11	14,75	108,4	114,5	103,2	108,5
	Women	13,00	15,51	13,27	13,86	108,3	114,4	103,2	108,4
	Men	16,39	19,63	16,71	17,50	108,5	114,5	102,9	108,4
R	Arts, entertainment and recreation	11,06	12,51	10,87	11,44	115,9	114,4	107,0	112,2
	Women	10,84	11,91	10,49	11,05	119,0	114,4	107,4	113,3
	Men	11,32	13,19	11,30	11,89	112,6	113,9	106,3	110,8
S	Other service activities	8,71	10,03	8,84	9,16	113,0	117,6	110,2	113,4
	Women	8,15	9,39	8,26	8,56	112,6	117,8	110,1	113,2
	Men	9,83	11,32	10,02	10,35	113,8	117,3	110,5	113,7

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.

## 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 payments in the current for the previous month, which is in line with the payment 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 are presented on the basis of a dominant, main activity according to NKD 2007, while the monthly data published to date were presented on the basis of a "pure" activity. This means that the processing, in addition to the main activity, was performed by auxiliary activities as well, which is why the data by activities are not comparable with hitherto published monthly data.

## 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.

**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 payments 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 payments 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 years.

## Abbreviations

NKD 2007      National Classification of Activities, 2007 version

**Published by the Croatian Bureau of Statistics, Zagreb, Ilica 3, P. O. B. 80**

Phone: (+385 1) 48 06 111

Press corner: [press@dzs.hr](mailto:press@dzs.hr)

Persons responsible:

Mario Vlajčević, Director of Demographic and Social Statistics Directorate

Lidija Brković, Acting Director General

Prepared by:

Dean Maslovara, Zdenka Mandarić and Snježana Varga

**USERS ARE KINDLY REQUESTED TO STATE THE SOURCE.**

Customer Relations and Data Protection Department

Information and user requests

Phone: (+385 1) 48 06 138, 48 06 154, 48 06 115

E-mail: [stat.info@dzs.hr](mailto:stat.info@dzs.hr)

Subscription

Phone: (+385 1) 21 00 455

E-mail: [prodaja@dzs.hr](mailto:prodaja@dzs.hr)