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AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT, BY COUNTIES, SECOND 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 second quarter of 2025, compared to the same period of 2024, increased in all counties. The highest increase was recorded in the County of Koprivnica-Križevci, of **11.0%**, and the lowest one in the Lika-Senj, of **7.9%**.

The highest average monthly paid net earnings per person in employment in legal entities in the second quarter of 2025 were paid in the City of Zagreb, amounting to **1 660 euro**, while the lowest ones were paid in the County of Virovitica-Podravina, amounting to **1 276 euro**.

The average monthly gross earnings per person in employment in legal entities in the second quarter of 2025, compared to the same quarter of 2024, increased in all counties. The highest increase was recorded in the County of Koprivnica-Križevci, of **12.2%**, and the lowest one in the City of Zagreb, of **7.8%**.

The highest average monthly gross earnings per person in employment in legal entities in the second quarter of 2025 were recorded in the City of Zagreb, amounting to **2 399 euro**, and the lowest ones in the County of Virovitica-Podravina, amounting to **1 715 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			
	IV 2025	V 2025	VI 2025	IV – VI 2025	IV 2025 IV 2024	V 2025 V 2024	VI 2025 VI 2024	IV – VI 2025 IV – VI 2024
Republic of Croatia	1 439	1 451	1 444	1 445	108,8	109,6	109,8	109,4
Zagreb	1 456	1 477	1 469	1 467	110,1	110,9	111,0	110,6
Krapina-Zagorje	1 382	1 410	1 409	1 400	108,8	109,7	110,6	109,7
Sisak-Moslavina	1 344	1 354	1 353	1 350	108,7	109,2	109,9	109,3
Karlovac	1 418	1 436	1 437	1 430	108,9	110,2	110,8	109,9
Varaždin	1 333	1 347	1 349	1 343	109,2	109,0	109,7	109,3
Koprivnica-Križevci	1 337	1 334	1 335	1 336	110,4	111,1	111,3	111,0
Bjelovar-Bilogora	1 297	1 310	1 316	1 308	108,6	109,1	110,1	109,4
Primorje-Gorski Kotar	1 445	1 453	1 458	1 452	109,6	109,7	110,4	109,8
Lika-Senj	1 319	1 316	1 326	1 320	107,4	107,6	108,8	107,9
Virovitica-Podravina	1 265	1 284	1 278	1 276	108,3	109,6	109,7	109,2
Požega-Slavonia	1 320	1 333	1 331	1 328	109,5	110,2	111,2	110,3
Slavonski Brod-Posavina	1 295	1 300	1 301	1 299	108,8	109,4	109,8	109,3
Zadar	1 346	1 376	1 374	1 365	109,5	109,7	109,9	109,7
Osijek-Baranja	1 365	1 373	1 369	1 369	108,5	109,7	109,6	109,3
Šibenik-Knin	1 348	1 375	1 375	1 366	109,0	110,4	110,4	110,0
Vukovar-Srijem	1 308	1 317	1 316	1 314	109,0	109,8	109,8	109,5
Split-Dalmatia	1 376	1 396	1 394	1 389	108,1	109,2	110,0	109,1
Istria	1 353	1 372	1 348	1 358	110,3	110,0	110,5	110,3
Dubrovnik-Neretva	1 347	1 356	1 356	1 354	109,8	110,1	110,2	110,1
Međimurje	1 325	1 338	1 330	1 331	109,1	109,7	111,5	110,1
City of Zagreb	1 663	1 669	1 648	1 660	107,4	108,7	107,9	108,0

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			
	IV 2025	V 2025	VI 2025	IV – VI 2025	IV 2025 IV 2024	V 2025 V 2024	VI 2025 VI 2024	IV – VI 2025 IV – VI 2024
Republic of Croatia	1 998	2 019	2 008	2 008	109,2	110,2	110,4	109,9
Zagreb	2 005	2 036	2 027	2 023	111,0	111,9	112,1	111,7
Krapina-Zagorje	1 885	1 928	1 927	1 913	109,7	110,7	111,5	110,6
Sisak-Moslavina	1 835	1 853	1 852	1 846	109,5	110,0	110,8	110,1
Karlovac	1 927	1 956	1 962	1 948	109,4	110,9	111,7	110,7
Varaždin	1 823	1 847	1 851	1 840	109,6	109,4	110,1	109,7
Koprivnica-Križevci	1 829	1 823	1 827	1 826	111,6	112,4	112,7	112,2
Bjelovar-Bilogora	1 745	1 768	1 778	1 764	109,6	110,2	111,3	110,3
Primorje-Gorski Kotar	2 013	2 026	2 035	2 025	110,1	110,2	110,8	110,4
Lika-Senj	1 791	1 791	1 810	1 798	107,6	108,1	109,4	108,4
Virovitica-Podravina	1 699	1 729	1 719	1 715	109,4	111,0	110,8	110,4
Požega-Slavonia	1 785	1 807	1 806	1 799	110,6	111,4	112,7	111,5
Slavonski Brod-Posavina	1 748	1 756	1 760	1 755	109,8	110,3	110,8	110,3
Zadar	1 833	1 881	1 879	1 864	110,6	110,8	110,9	110,8
Osijek-Baranja	1 855	1 869	1 865	1 863	109,2	110,7	110,6	110,1
Šibenik-Knin	1 845	1 889	1 891	1 875	109,9	111,6	111,6	111,0
Vukovar-Srijem	1 744	1 760	1 761	1 755	110,0	110,9	110,9	110,7
Split-Dalmatia	1 896	1 929	1 928	1 918	108,7	110,0	110,9	109,9
Istria	1 858	1 893	1 855	1 869	111,2	111,2	111,6	111,3
Dubrovnik-Neretva	1 838	1 855	1 858	1 850	110,9	111,2	111,3	111,1
Međimurje	1 789	1 813	1 798	1 800	109,9	110,5	112,7	111,0
City of Zagreb	2 404	2 415	2 379	2 399	107,0	108,6	107,6	107,8

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

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

Persons responsible:

Mario Vlajčević, Director of Demographic and Social Statistics Directorate

Lidija Brković, Director General

Prepared by:

Dean Maslovara, Snježana Varga and Borislav Maoduš

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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

Subscription

Phone: (+385 1) 21 00 455

E-mail: prodaja@dzs.hr