



AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT FOR DECEMBER 2025

The average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia for December 2025 amounted to **1 494 euro**, which represented a nominal decrease of 0.3% and a real increase of 0.1%, as compared to November 2025.

The average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia for December 2025 amounted to **2 087 euro**, which represented a nominal decrease of 0.3% and a real increase of 0.1%, as compared to November 2025.

The highest average monthly paid net earnings per person in paid employment in legal entities for December 2025 were paid in the activity Manufacture of coke and refined petroleum products and amounted to **2 835 euro**, while the lowest earnings were paid in the activity Manufacture of wearing apparel and amounted to **942 euro**.

The highest average monthly gross earnings per person in paid employment in legal entities for December 2025 were in the activity Manufacture of coke and refined petroleum products and amounted to **4 321 euro**, while the lowest earnings were paid in the activity Manufacture of wearing apparel and amounted to **1 238 euro**.

The average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia for December 2025 were **9.8%** higher in nominal terms and **6.3% higher** in real terms, as compared to the same month of the previous year.

The average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia for December 2025 were **11.2%** higher in nominal terms and **7.6%** higher in real terms, as compared to the same month of the previous year.

In the period from January to December 2025, the average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 1 449 euro, which represented a nominal increase of 9.9% and a real one of 6.0%, as compared to the same period of 2024.

In the period from January to December 2025, the average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 2 016 euro, which represented a nominal increase of 10.7% and a real one of 6.8%, as compared to the same period of 2024.

In December 2025, there were 181 paid hours on average, which was an increase of 14.6%, as compared to November 2025. The highest number of paid hours was recorded in the Water transport (193) and the lowest one in the Social work activities without accommodation (171).

The average monthly paid net earnings per hour for December 2025 amounted to 8.04 euro, which was 12.3% lower than in November 2025. As compared to the same month of the previous year, they increased by 5.2%.

The average monthly gross earnings per hour for December 2025 amounted to 11.23 euro, which was 12.3% lower than in November 2025. As compared to the same month of the previous year, they increased by 6.5%.

Median net earnings for December 2025 amounted to **1 280 euro**, which was 0.2% higher than in November 2025. As compared to the same month of the previous year, they increased by **10.7%**.

Median gross earnings for December 2025 amounted to **1 749 euro**, which was 0.3% higher than in November 2025. As compared to the same month of the previous year, they increased by **12.2%**.

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

1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR DECEMBER 2025

	XII 2025	I – XII 2025	Indices		
			XII 2025 XI 2025	XII 2025 XII 2024	I – XII 2025 I – XII 2024
Net earnings					
Average monthly paid net earnings per employee, euro	1 494	1 449	99,7	109,8	109,9
Real net earnings per employee			100,1	106,3	106,0
Gross earnings					
Average monthly gross earnings per employee, euro	2 087	2 016	99,7	111,2	110,7
Real gross earnings per employee			100,1	107,6	106,8
Net earnings per hour					
Average monthly paid net earnings per hour, euro	8,04	8,21	87,7	105,2	110,3
Real net earnings per hour			88,1	101,8	106,4
Gross earnings per hour					
Average monthly gross earnings per hour, euro	11,23	11,42	87,7	106,5	111,1
Real gross earnings per hour			88,1	103,1	107,1

2 DISTRIBUTION OF NET AND GROSS EARNINGS, BY QUARTILES, FOR DECEMBER 2025

	XII 2025	
	Net earnings, euro	Gross earnings, euro
First (lower) quartile	964	1 268
Second quartile (median)	1 280	1 749
Third (upper) quartile	1 732	2 424
Fourth quartile	z	z

3 DISTRIBUTION OF NET AND GROSS EARNINGS, BY DECILES, FOR DECEMBER 2025

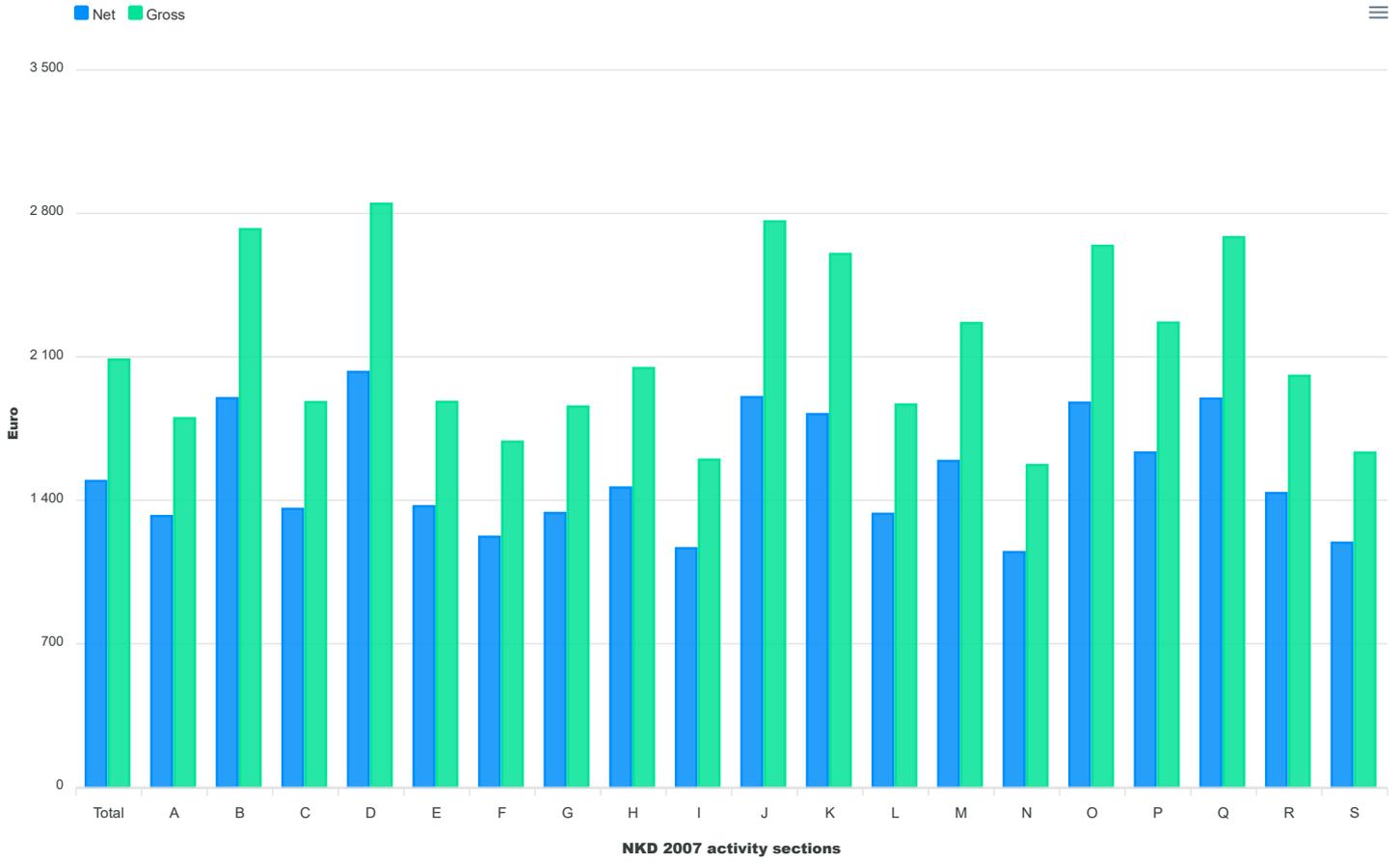
	XII 2025	
	Net earnings, euro	Gross earnings, euro
First decile	828	1 070
Second decile	912	1 193
Third decile	1 016	1 361
Fourth decile	1 143	1 538
Fifth decile (median)	1 280	1 749
Sixth decile	1 440	2 000
Seventh decile	1 623	2 263
Eighth decile	1 860	2 620
Ninth decile	2 288	3 279
Tenth decile	z	z

4 PAID NON-TAXABLE INCOMES, ACCORDING TO NKD 2007¹⁾, DECEMBER 2025

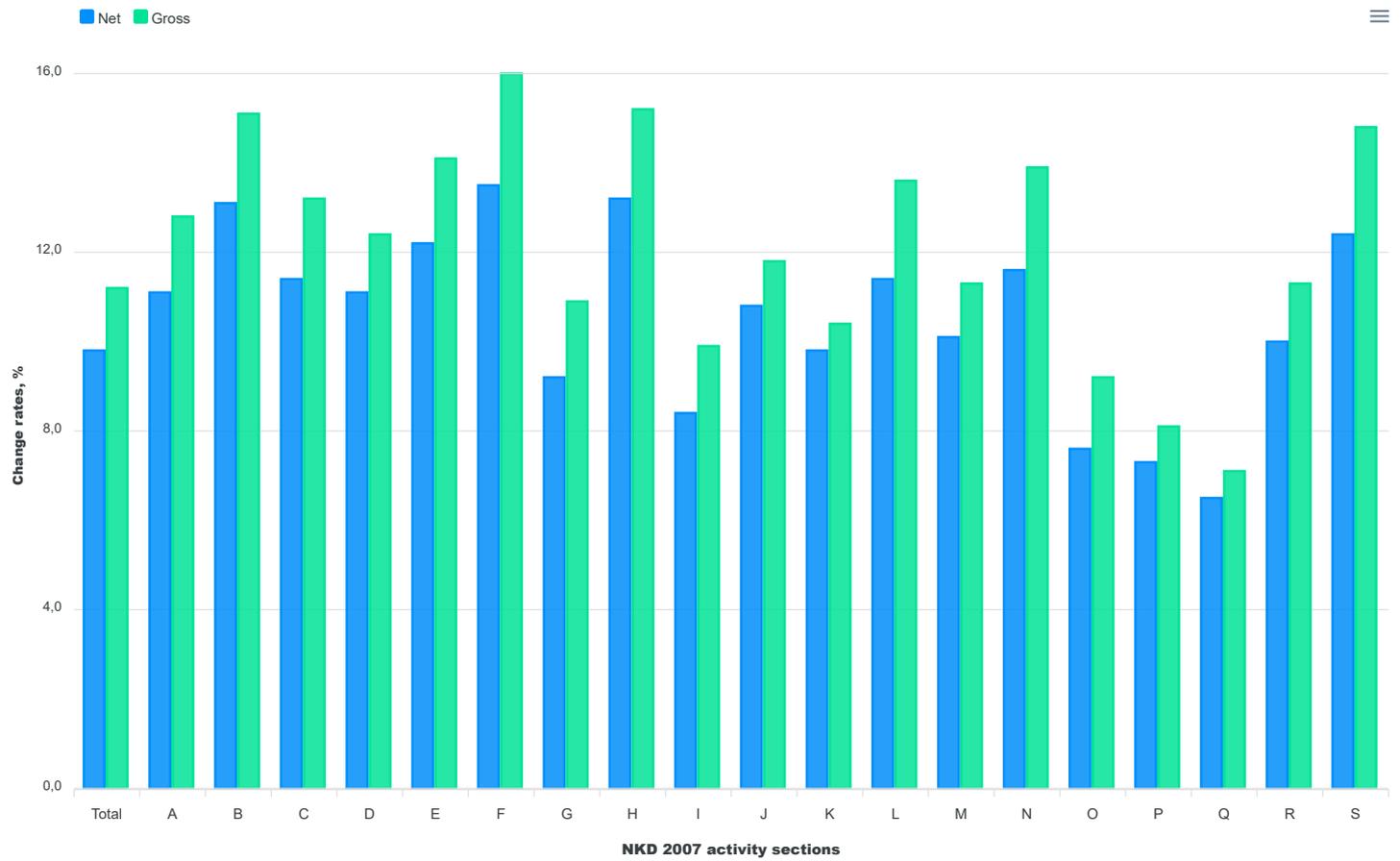
	XII 2025	
	Average non-taxable income by number of receivers, euro	Average non-taxable income by number of persons in employment who received earnings, euro
Total	562	510
A Agriculture, forestry and fishing	560	525
B Mining and quarrying	623	610
C Manufacturing	575	536
D Electricity, gas, steam and air conditioning supply	663	650
E Water supply; sewerage, waste management and remediation activities	595	595
F Construction	611	486
G Wholesale and retail trade; repair of motor vehicles and motorcycles	608	566
H Transportation and storage	579	507
I Accommodation and food service activities	533	435
J Information and communication	790	739
K Financial and insurance activities	784	767
L Real estate activities	784	597
M Professional, scientific and technical activities	885	767
N Administrative and support service activities	452	376
O Public administration and defence; compulsory social security	391	382
P Education	417	397
Q Human health and social work activities	392	371
R Arts, entertainment and recreation	522	479
S Other service activities	528	342

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.

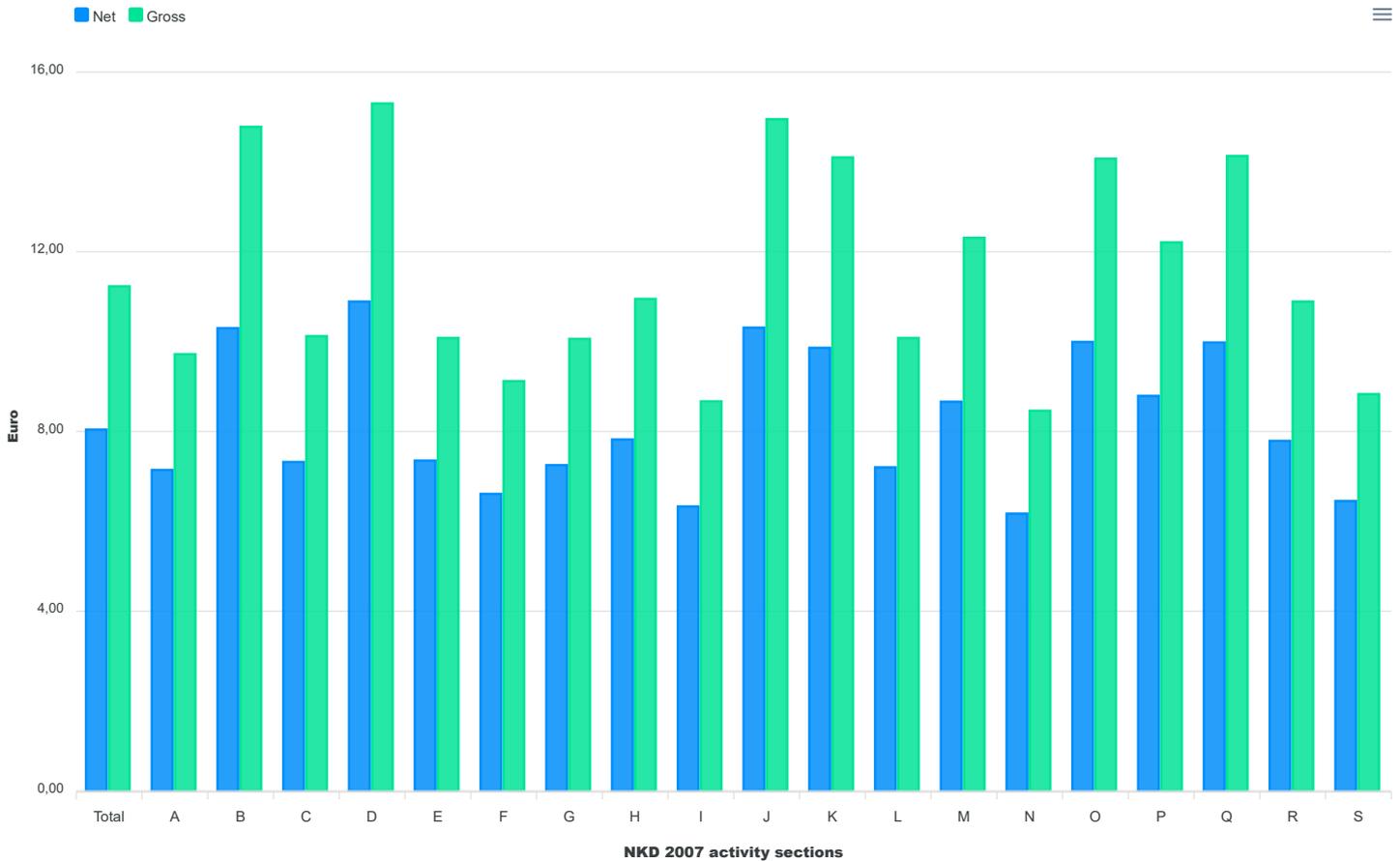
G-1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR DECEMBER 2025, ACCORDING TO NKD 2007



G-2 ANNUAL CHANGE RATES OF AVERAGE NET AND GROSS EARNINGS FOR DECEMBER 2025, ACCORDING TO NKD 2007



G-3 AVERAGE MONTHLY NET AND GROSS EARNINGS PER PAID HOUR FOR DECEMBER 2025, ACCORDING TO NKD 2007



NKD 2007 activity sections

- 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
2025¹⁾, ACCORDING TO NKD 2007

	Average paid net earnings per person in employment, euro				Indices of change in average paid net earnings according to payments for month						
	For month				Nominal			Real			
	X	XI	XII	I – XII	XII 2025 XI 2025	XII 2025 XII 2024	I – XII 2025 I – XII 2024	XII 2025 XI 2025	XII 2025 XII 2024	I – XII 2025 I – XII 2024	
O	Public administration and defence; compulsory social security	1 833	1 871	1 876	1 807	100,3	107,6	109,1	100,7	104,2	105,2
84	Public administration and defence; compulsory social security	1 833	1 871	1 876	1 807	100,3	107,6	109,1	100,7	104,2	105,2
84.1	Administration of the State and the economic and social policy of the community	1 772	1 800	1 814	1 744	100,8	108,7	109,8	101,2	105,2	105,9
84.2	Provision of services to the community as a whole	1 923	1 970	1 969	1 896	99,9	107,1	108,9	100,3	103,7	105,0
84.3	Compulsory social security activities	1 505	1 521	1 516	1 480	99,7	105,8	106,3	100,1	102,4	102,5
P	Education	1 647	1 643	1 633	1 602	99,4	107,3	108,5	99,8	103,9	104,6
85	Education	1 647	1 643	1 633	1 602	99,4	107,3	108,5	99,8	103,9	104,6
85.1	Pre-primary education	1 369	1 372	1 378	1 345	100,4	111,4	118,3	100,8	107,8	114,1
85.2	Primary education	1 631	1 613	1 606	1 580	99,6	106,0	106,3	100,0	102,6	102,5
85.3	Secondary education	1 675	1 671	1 651	1 617	98,8	106,4	106,8	99,2	103,0	103,0
85.4	Higher education	2 208	2 210	2 170	2 146	98,2	106,2	107,0	98,6	102,8	103,2
85.5	Other education	1 225	1 239	1 242	1 187	100,2	112,5	113,8	100,6	108,9	109,7
85.6	Educational support activities	1 640	1 628	1 633	1 601	100,3	108,3	106,2	100,7	104,8	102,4
Q	Human health and social work activities	1 860	1 958	1 896	1 873	96,8	106,5	108,2	97,2	103,1	104,3
86	Human health activities	2 025	2 146	2 067	2 044	96,3	106,4	109,1	96,7	103,0	105,2
86.1	Hospital activities	2 118	2 278	2 174	2 157	95,4	105,8	108,9	95,8	102,4	105,0
86.2	Medical and dental practice activities	1 864	1 888	1 860	1 826	98,5	108,1	109,7	98,9	104,6	105,8
86.9	Other human health activities	1 840	1 953	1 895	1 863	97,0	107,7	109,1	97,4	104,3	105,2
87	Residential care activities	1 361	1 416	1 388	1 358	98,0	107,2	109,5	98,4	103,8	105,6
87.1	Residential nursing care activities	1 288	1 351	1 321	1 293	97,8	106,4	108,8	98,2	103,0	104,9
87.2	Residential care activities for mental retardation, mental health and substance abuse	1 450	1 518	1 491	1 459	98,2	105,5	108,2	98,6	102,1	104,3
87.3	Residential care activities for the elderly and disabled	1 259	1 320	1 293	1 265	98,0	107,6	110,2	98,4	104,2	106,3
87.9	Other residential care activities	1 639	1 656	1 623	1 585	98,0	107,6	108,6	98,4	104,2	104,7
88	Social work activities without accommodation	1 111	1 104	1 114	1 096	100,9	108,5	106,7	101,3	105,0	102,9
88.1	Social work activities without accommodation for the elderly and disabled	1 387	1 348	1 364	1 372	101,2	101,5	107,4	101,6	98,3	103,6
88.9	Other social work activities without accommodation	1 082	1 079	1 088	1 068	100,8	109,5	107,2	101,2	106,0	103,4

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 2025¹⁾, ACCORDING TO NKD 2007

		Average gross earnings per person in employment, euro				Indices of change in average gross earnings according to payments for month					
		For month				Nominal			Real		
		X	XI	XII	I – XII	<u>XII 2025</u> XI 2025	<u>XII 2025</u> XII 2024	<u>I – XII 2025</u> I – XII 2024	<u>XII 2025</u> XI 2025	<u>XII 2025</u> XII 2024	<u>I – XII 2025</u> I – XII 2024
O	Public administration and defence; compulsory social security	2 549	2 630	2 642	2 527	100,5	109,2	109,9	100,9	105,7	106,0
84	Public administration and defence; compulsory social security	2 549	2 630	2 642	2 527	100,5	109,2	109,9	100,9	105,7	106,0
84.1	Administration of the State and the economic and social policy of the community	2 485	2 534	2 557	2 445	100,9	109,5	110,0	101,3	106,0	106,1
84.2	Provision of services to the community as a whole	2 657	2 767	2 771	2 648	100,1	109,2	110,3	100,5	105,7	106,4
84.3	Compulsory social security activities	2 100	2 128	2 116	2 064	99,4	106,4	106,3	99,8	103,0	102,5
P	Education	2 284	2 281	2 267	2 221	99,4	108,1	108,8	99,8	104,6	104,9
85	Education	2 284	2 281	2 267	2 221	99,4	108,1	108,8	99,8	104,6	104,9
85.1	Pre-primary education	1 892	1 899	1 909	1 858	100,5	112,8	120,3	100,9	109,2	116,0
85.2	Primary education	2 201	2 183	2 176	2 138	99,7	106,7	106,5	100,1	103,3	102,7
85.3	Secondary education	2 377	2 371	2 339	2 285	98,7	107,0	106,7	99,1	103,6	102,9
85.4	Higher education	3 171	3 176	3 114	3 081	98,0	106,5	106,8	98,4	103,1	103,0
85.5	Other education	1 688	1 709	1 713	1 628	100,2	114,4	115,4	100,6	110,7	111,3
85.6	Educational support activities	2 300	2 293	2 301	2 258	100,3	107,9	106,5	100,7	104,5	102,7
Q	Human health and social work activities	2 624	2 783	2 684	2 650	96,4	107,1	108,3	96,8	103,7	104,4
86	Human health activities	2 878	3 074	2 948	2 914	95,9	107,0	109,1	96,3	103,6	105,2
86.1	Hospital activities	3 020	3 277	3 112	3 087	95,0	106,3	109,0	95,4	102,9	105,1
86.2	Medical and dental practice activities	2 645	2 689	2 646	2 591	98,4	109,0	110,0	98,8	105,5	106,1
86.9	Other human health activities	2 565	2 747	2 653	2 605	96,6	108,6	109,1	97,0	105,1	105,2
87	Residential care activities	1 850	1 941	1 894	1 849	97,6	108,1	110,3	98,0	104,6	106,4
87.1	Residential nursing care activities	1 735	1 843	1 790	1 748	97,1	106,8	108,8	97,5	103,4	104,9
87.2	Residential care activities for mental retardation, mental health and substance abuse	1 955	2 066	2 021	1 976	97,8	106,1	108,8	98,2	102,7	104,9
87.3	Residential care activities for the elderly and disabled	1 706	1 805	1 760	1 717	97,5	108,8	111,3	97,9	105,3	107,3
87.9	Other residential care activities	2 277	2 306	2 254	2 197	97,7	108,4	108,9	98,1	104,9	105,0
88	Social work activities without accommodation	1 478	1 464	1 485	1 455	101,4	110,4	107,6	101,8	106,9	103,8
88.1	Social work activities without accommodation for the elderly and disabled	1 900	1 845	1 869	1 881	101,3	101,6	107,4	101,7	98,4	103,6
88.9	Other social work activities without accommodation	1 435	1 425	1 445	1 411	101,4	111,7	108,3	101,8	108,1	104,4

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 pays in the current month for the previous month, which is in line with 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.

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 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 a person's will and of no fault of their own and net pays on the basis of compensations, allowances and rewards in sums which are subject 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 the 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 pays 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 pays 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 the indices 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 show 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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