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AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT, BY SEX, SECOND QUARTER OF 2026

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 2025 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 second quarter of 2026 amounted to **1 514 euro** for women and to **1 586 euro** for men.

Compared to the same period of the previous year, the average net earnings increased by **7.1%** for women and by **7.9%** for men. The greatest increase in the average net earnings for women was recorded in activity Construction, of 12.0%, while for men it was recorded in Real estate activities, of 11.2%.

In the second quarter of 2026, women had the highest net earnings in activity Electricity, gas, steam and air conditioning supply, which amounted to 1 982 euro, and the lowest net earnings in Other service activities, which amounted to 1 177 euro. The highest average net earnings for men were recorded in Financial and insurance activities, 2 393 euro, while the lowest net earnings were recorded in Administrative and support service activities, 1 261 euro.

The average monthly gross earnings per person in employment in the second quarter of 2026 amounted to **2 122 euro** for women and to **2 230 euro** for men.

Compared to the same period of the previous year, the average gross earnings increased by **8.0%** for women and by **9.0%** for men. The greatest increase in the average gross earnings for women was recorded in activity Electricity, gas, steam and air conditioning supply, of 14.7%, while for men it was recorded in Real estate activities, of 13.0%.

In the second quarter of 2026, women had the highest average gross earnings in activity Electricity, gas, steam and air conditioning supply, which amounted to 2 833 euro, and the lowest gross earnings in Other service activities, which amounted to 1 615 euro. The highest average gross earnings for men were recorded in Financial and insurance activities, 3 518 euro, while the lowest gross earnings were recorded in Administrative and support service activities, 1 755 euro.

In the second quarter of 2026, women had **170 paid hours** on average, and men had **171 paid hours** on average. The average monthly paid net earnings per hour in the second quarter of 2026 amounted to **8.63 euro** for women and to **9.00 euro** for men. The average monthly gross earnings per hour in the second quarter of 2026 amounted to **12.10 euro** for women and to **12.65 euro** for men.

In the second quarter of 2026, women had higher average gross earnings per hour than men in four activity sections, ranging from 13.7% in Construction to 1.2% in Transportation and storage, while men had higher average gross earnings per hour than women in the remaining sixteen activity sections, ranging from 25.4% in Financial and insurance activities to 4.3% in Publishing, broadcasting, and content production and distribution activities.

Detailed data can be downloaded from the link [PC-AXIS databases](#) under Employment and wages.

1 AVERAGE MONTHLY PAID NET EARNINGS PER PERSON IN EMPLOYMENT IN
LEGAL ENTITIES, ACCORDING TO NKD 2025¹⁾ 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			
		IV	V	VI	IV – VI	<u>IV 2026</u> IV 2025	<u>V 2026</u> V 2025	<u>VI 2026</u> VI 2025	<u>IV – VI 2026</u> IV – VI 2025
	Total	1 552	1 552	1 555	1 553	107,9	107,0	107,7	107,5
	Women	1 513	1 516	1 513	1 514	107,5	106,7	107,0	107,1
	Men	1 584	1 583	1 591	1 586	108,1	107,2	108,3	107,9
A	Agriculture, forestry and fishing	1 337	1 342	1 383	1 354	104,6	107,5	109,4	107,2
	Women	1 275	1 281	1 321	1 292	107,7	108,2	110,7	108,8
	Men	1 360	1 364	1 406	1 377	103,7	107,3	109,1	106,7
B	Mining and quarrying	1 544	1 517	1 667	1 573	106,7	103,6	113,3	107,7
	Women	1 380	1 373	1 473	1 407	102,5	102,8	107,5	104,1
	Men	1 563	1 536	1 693	1 594	107,1	103,7	114,2	108,1
C	Manufacturing	1 428	1 427	1 452	1 436	107,5	108,0	109,3	108,3
	Women	1 297	1 283	1 306	1 295	107,8	107,6	108,7	108,0
	Men	1 491	1 495	1 522	1 502	107,3	108,1	109,5	108,3
D	Electricity, gas, steam and air conditioning supply	2 015	1 977	2 003	1 998	110,2	107,0	113,7	110,3
	Women	2 046	1 942	1 956	1 982	114,9	107,5	112,9	111,9
	Men	2 006	1 987	2 017	2 003	108,9	106,8	114,0	109,8
E	Water supply; sewerage, waste management and remediation activities	1 419	1 419	1 460	1 433	109,0	105,6	109,7	108,1
	Women	1 440	1 428	1 467	1 445	110,5	107,1	111,0	109,6
	Men	1 413	1 416	1 459	1 429	108,5	105,1	109,5	107,6
F	Construction	1 287	1 287	1 294	1 289	111,8	110,1	111,4	111,1
	Women	1 427	1 405	1 418	1 417	112,6	110,9	112,4	112,0
	Men	1 272	1 274	1 280	1 275	111,7	110,0	111,2	111,0
G	Wholesale and retail trade	1 399	1 389	1 414	1 400	108,9	107,4	107,8	107,9
	Women	1 282	1 283	1 311	1 292	108,6	107,3	107,8	107,8
	Men	1 535	1 512	1 535	1 527	108,9	107,4	107,6	107,9
H	Transportation and storage	1 428	1 442	1 446	1 439	109,5	106,8	107,5	108,0
	Women	1 421	1 432	1 428	1 427	109,3	107,7	107,7	108,2
	Men	1 430	1 445	1 451	1 442	109,6	106,6	107,4	107,9
I	Accommodation and food service activities	1 243	1 257	1 258	1 253	109,5	106,1	107,0	107,4
	Women	1 209	1 223	1 225	1 220	109,7	106,2	106,8	107,5
	Men	1 276	1 290	1 291	1 286	109,2	105,9	107,1	107,3
J	Publishing, broadcasting, and content production and distribution activities	1 638	1 644	1 569	1 617	107,8	111,9	107,0	108,9
	Women	1 594	1 602	1 526	1 574	108,7	113,9	108,6	110,4
	Men	1 678	1 683	1 609	1 657	106,8	110,1	105,7	107,6
K	Telecommunication, computer programming, consulting,	2 160	2 051	2 057	2 089	107,4	106,3	108,4	107,3

	computing infrastructure and other information service activities								
	Women	1 983	1 870	1 867	1 907	111,2	106,6	109,1	109,0
	Men	2 237	2 128	2 138	2 168	105,9	106,1	108,0	106,7
L	Financial and insurance activities	2 098	2 012	1 925	2 011	116,0	101,5	110,2	108,9
	Women	1 854	1 842	1 752	1 815	112,2	104,7	109,4	108,6
	Men	2 575	2 344	2 264	2 393	121,5	96,6	111,1	109,0
M	Real estate activities	1 382	1 423	1 419	1 408	109,1	110,8	110,4	110,1
	Women	1 339	1 365	1 357	1 354	107,7	109,6	108,8	108,8
	Men	1 418	1 473	1 474	1 455	110,1	111,8	111,8	111,2
N	Professional, scientific and technical activities	1 679	1 673	1 682	1 678	108,8	107,2	109,2	108,4
	Women	1 592	1 586	1 608	1 596	108,6	107,4	109,5	108,5
	Men	1 760	1 753	1 752	1 755	109,1	107,0	109,1	108,4
O	Administrative and support service activities	1 219	1 242	1 243	1 235	108,5	110,5	110,7	109,9
	Women	1 197	1 197	1 201	1 198	107,9	108,7	109,7	108,8
	Men	1 235	1 275	1 273	1 261	108,9	111,7	111,3	110,6
P	Public administration and defence; compulsory social security	1 885	1 926	1 922	1 911	105,3	106,7	106,2	106,0
	Women	1 739	1 765	1 762	1 755	105,3	106,0	105,9	105,7
	Men	2 044	2 100	2 096	2 080	105,4	107,4	106,5	106,4
Q	Education	1 672	1 677	1 655	1 668	105,0	104,6	104,0	104,5
	Women	1 628	1 634	1 613	1 625	105,4	104,9	104,5	104,9
	Men	1 837	1 838	1 814	1 830	103,4	103,0	101,8	102,8
R	Human health and social work activities	1 950	2 002	1 975	1 976	105,3	106,4	103,5	105,1
	Women	1 828	1 874	1 849	1 851	105,1	106,2	103,6	105,0
	Men	2 333	2 410	2 369	2 371	105,3	106,6	102,7	104,9
S	Arts, sports and recreation	1 477	1 496	1 507	1 493	108,4	108,5	108,6	108,4
	Women	1 428	1 437	1 444	1 437	108,7	108,0	107,8	108,2
	Men	1 533	1 563	1 579	1 558	107,9	108,7	109,2	108,6
T	Other service activities	1 226	1 234	1 241	1 233	109,3	109,3	110,1	109,5
	Women	1 169	1 175	1 187	1 177	109,0	109,1	110,4	109,5
	Men	1 295	1 306	1 304	1 302	109,4	109,7	109,7	109,6

1) Activity sections U (Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use) and V (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 2025¹⁾ 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			
		IV	V	VI	IV – VI	<u>IV 2026</u> IV 2025	<u>V 2026</u> V 2025	<u>VI 2026</u> VI 2025	<u>IV – VI 2026</u> IV – VI 2025
	Total	2 180	2 178	2 184	2 181	109,1	107,9	108,8	108,6
	Women	2 121	2 123	2 122	2 122	108,7	107,5	108,0	108,0
	Men	2 230	2 223	2 237	2 230	109,4	108,1	109,4	109,0
A	Agriculture, forestry and fishing	1 822	1 830	1 894	1 849	105,4	108,7	110,9	108,3
	Women	1 750	1 760	1 824	1 778	108,9	109,4	112,5	110,2
	Men	1 849	1 856	1 920	1 875	104,3	108,5	110,4	107,7
B	Mining and quarrying	2 158	2 114	2 359	2 206	107,5	104,2	115,6	108,9
	Women	1 939	1 929	2 087	1 983	102,5	103,3	108,6	104,8
	Men	2 185	2 139	2 396	2 235	108,2	104,4	116,6	109,5
C	Manufacturing	1 992	1 985	2 026	2 001	108,8	109,2	110,7	109,6
	Women	1 800	1 773	1 812	1 795	109,2	108,8	110,3	109,4
	Men	2 083	2 085	2 128	2 099	108,6	109,3	110,8	109,6
D	Electricity, gas, steam and air conditioning supply	2 839	2 782	2 827	2 816	113,0	109,4	117,5	113,2
	Women	2 934	2 770	2 794	2 833	118,4	109,7	116,0	114,7
	Men	2 811	2 786	2 837	2 811	111,5	109,3	117,9	112,8
E	Water supply; sewerage, waste management and remediation activities	1 958	1 957	2 023	1 980	110,4	106,3	111,1	109,3
	Women	2 011	1 991	2 056	2 020	112,1	108,1	112,6	110,9
	Men	1 943	1 948	2 015	1 969	109,8	105,8	110,8	108,8
F	Construction	1 793	1 790	1 802	1 795	114,1	111,9	113,3	113,1
	Women	2 024	1 982	2 004	2 004	114,6	112,4	114,2	113,7
	Men	1 768	1 769	1 780	1 772	113,9	111,7	113,2	112,9
G	Wholesale and retail trade	1 956	1 938	1 979	1 958	110,5	108,8	109,2	109,5
	Women	1 774	1 775	1 820	1 790	110,5	108,8	109,4	109,5
	Men	2 167	2 128	2 166	2 154	110,2	108,5	108,7	109,2
H	Transportation and storage	1 991	2 014	2 022	2 009	111,1	107,9	108,9	109,3
	Women	1 990	2 007	2 002	2 000	110,6	108,7	108,9	109,4
	Men	1 991	2 016	2 027	2 012	111,2	107,7	108,9	109,3
I	Accommodation and food service activities	1 718	1 740	1 746	1 736	111,3	107,0	108,3	108,8
	Women	1 665	1 687	1 694	1 683	111,5	107,2	108,2	108,8
	Men	1 768	1 790	1 796	1 786	110,9	106,7	108,4	108,6
J	Publishing, broadcasting, and content production and distribution activities	2 355	2 371	2 248	2 325	108,6	113,7	108,1	110,1
	Women	2 293	2 315	2 188	2 266	109,7	116,1	109,8	111,9
	Men	2 412	2 423	2 303	2 380	107,6	111,6	106,6	108,6
K	Telecommunication, computer programming, consulting,	3 182	2 992	3 007	3 060	108,0	107,0	109,5	108,1

	computing infrastructure and other information service activities								
	Women	2 918	2 725	2 724	2 789	112,4	107,2	110,3	110,0
	Men	3 295	3 106	3 129	3 177	106,3	106,8	109,1	107,4
L	Financial and insurance activities	3 073	2 918	2 772	2 919	118,7	101,1	111,4	109,9
	Women	2 686	2 652	2 507	2 614	114,3	104,5	110,6	109,6
	Men	3 828	3 436	3 295	3 518	124,8	95,9	112,3	110,1
M	Real estate activities	1 943	2 006	2 005	1 985	110,5	112,3	112,3	111,7
	Women	1 880	1 919	1 911	1 903	109,0	110,9	110,6	110,1
	Men	1 997	2 082	2 088	2 056	111,7	113,5	113,7	113,0
N	Professional, scientific and technical activities	2 408	2 393	2 413	2 404	110,0	108,0	110,5	109,5
	Women	2 280	2 267	2 307	2 285	109,7	108,3	110,8	109,6
	Men	2 526	2 509	2 512	2 516	110,3	107,8	110,3	109,4
O	Administrative and support service activities	1 689	1 721	1 727	1 713	110,2	112,2	112,9	111,8
	Women	1 655	1 648	1 661	1 655	109,7	110,2	112,0	110,6
	Men	1 714	1 775	1 775	1 755	110,7	113,8	113,5	112,6
P	Public administration and defence; compulsory social security	2 648	2 697	2 694	2 680	105,9	106,7	106,1	106,2
	Women	2 454	2 492	2 490	2 479	106,0	106,5	106,4	106,3
	Men	2 860	2 920	2 915	2 898	106,0	106,9	105,8	106,2
Q	Education	2 322	2 328	2 300	2 317	105,6	105,0	104,4	105,0
	Women	2 257	2 266	2 238	2 253	106,0	105,4	105,0	105,4
	Men	2 565	2 565	2 534	2 555	103,8	103,3	101,9	103,0
R	Human health and social work activities	2 765	2 852	2 810	2 809	105,9	107,0	103,7	105,5
	Women	2 578	2 653	2 617	2 616	105,7	106,8	103,9	105,4
	Men	3 355	3 483	3 419	3 419	105,8	107,3	102,8	105,2
S	Arts, sports and recreation	2 072	2 101	2 121	2 098	109,5	109,4	109,8	109,6
	Women	2 002	2 014	2 027	2 015	110,0	109,1	108,9	109,3
	Men	2 152	2 200	2 228	2 194	108,9	109,7	110,6	109,7
T	Other service activities	1 686	1 696	1 710	1 697	111,0	110,9	112,1	111,3
	Women	1 603	1 610	1 633	1 615	110,9	110,7	112,6	111,4
	Men	1 787	1 802	1 802	1 797	111,1	111,2	111,4	111,3

1) Activity sections U (Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use) and V (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 2025¹⁾ 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			
		IV	V	VI	IV – VI	IV 2026 IV 2025	V 2026 V 2025	VI 2026 VI 2025	IV – VI 2026 IV – VI 2025
	Total	8,71	9,06	8,72	8,83	107,8	111,7	103,2	107,6
	Women	8,52	8,87	8,51	8,63	107,6	111,4	102,5	107,1
	Men	8,88	9,23	8,90	9,00	108,2	112,0	103,7	107,9
A	Agriculture, forestry and fishing	7,55	7,90	7,81	7,75	104,6	112,4	104,7	107,0
	Women	7,21	7,54	7,46	7,40	107,6	113,0	106,0	108,8
	Men	7,68	8,03	7,94	7,88	103,6	112,2	104,3	106,6
B	Mining and quarrying	8,74	8,78	9,31	8,94	107,2	107,6	108,9	108,0
	Women	7,82	8,11	8,35	8,09	102,8	108,0	103,1	104,5
	Men	8,85	8,87	9,44	9,04	107,8	107,6	109,8	108,3
C	Manufacturing	8,02	8,33	8,12	8,15	107,8	113,0	104,6	108,4
	Women	7,31	7,53	7,35	7,39	108,0	112,7	104,3	108,2
	Men	8,35	8,71	8,49	8,51	107,6	113,1	104,8	108,4
D	Electricity, gas, steam and air conditioning supply	11,32	11,60	11,25	11,38	110,0	111,5	108,6	110,0
	Women	11,60	11,52	11,08	11,40	114,9	112,5	107,8	111,7
	Men	11,24	11,62	11,30	11,38	108,6	111,3	108,9	109,5
E	Water supply; sewerage, waste management and remediation activities	7,93	8,25	8,13	8,10	108,9	110,6	105,0	108,1
	Women	8,12	8,39	8,25	8,25	110,6	112,3	106,0	109,6
	Men	7,88	8,21	8,10	8,06	108,4	110,1	104,8	107,8
F	Construction	7,26	7,58	7,30	7,38	111,7	115,2	106,4	111,1
	Women	8,09	8,32	8,04	8,15	112,7	116,0	107,5	112,0
	Men	7,17	7,50	7,22	7,29	111,7	115,0	106,3	111,0
G	Wholesale and retail trade	7,92	8,15	7,98	8,01	108,8	112,3	103,2	108,0
	Women	7,27	7,52	7,41	7,40	108,5	112,1	103,3	107,9
	Men	8,67	8,88	8,64	8,73	108,8	112,1	103,0	107,9
H	Transportation and storage	7,97	8,35	8,05	8,12	109,6	111,5	102,9	107,8
	Women	8,03	8,43	8,06	8,17	109,3	112,4	103,2	108,2
	Men	7,95	8,33	8,05	8,11	109,7	111,2	102,9	107,8
I	Accommodation and food service activities	7,05	7,37	7,11	7,17	109,6	110,7	102,9	107,3
	Women	6,85	7,18	6,92	6,98	109,8	111,0	102,7	107,4
	Men	7,23	7,55	7,29	7,35	109,2	110,4	103,0	107,1
J	Publishing, broadcasting, and content production and distribution activities	9,28	9,72	8,88	9,29	107,8	117,1	102,3	109,0
	Women	9,05	9,50	8,66	9,07	108,9	119,2	103,7	110,5
	Men	9,49	9,92	9,09	9,50	106,9	115,3	101,2	107,7

K	Telecommunication, computer programming, consulting, computing infrastructure and other information service activities	12,20	12,12	11,63	11,98	107,4	111,1	103,5	107,3
	Women	11,21	11,06	10,58	10,95	111,1	111,3	104,2	108,8
	Men	12,62	12,57	12,09	12,42	106,0	110,9	103,2	106,6
L	Financial and insurance activities	11,88	11,92	10,90	11,56	115,9	106,3	105,3	109,0
	Women	10,51	10,93	9,94	10,45	112,2	109,7	104,7	108,7
	Men	14,56	13,85	12,80	13,73	121,4	100,9	106,2	109,0
M	Real estate activities	7,82	8,41	8,03	8,08	109,1	116,0	105,7	110,1
	Women	7,59	8,07	7,69	7,78	108,0	114,6	104,3	108,8
	Men	8,03	8,70	8,32	8,34	110,2	117,1	106,8	111,2
N	Professional, scientific and technical activities	9,51	9,90	9,51	9,63	109,3	112,2	104,4	108,6
	Women	9,02	9,40	9,09	9,17	109,1	112,4	104,5	108,6
	Men	9,96	10,36	9,90	10,07	109,3	112,1	104,3	108,5
O	Administrative and support service activities	6,83	7,21	6,94	7,00	108,2	115,0	106,1	109,9
	Women	6,74	7,00	6,74	6,83	107,8	113,6	105,1	108,8
	Men	6,90	7,36	7,09	7,11	108,7	116,1	106,8	110,4
P	Public administration and defence; compulsory social security	10,48	11,13	10,70	10,77	105,2	111,4	101,9	106,1
	Women	9,76	10,34	9,92	10,00	105,4	111,1	101,7	106,0
	Men	11,24	11,97	11,53	11,58	104,9	111,8	102,0	106,2
Q	Education	9,39	9,84	9,35	9,52	105,2	109,6	99,6	104,6
	Women	9,14	9,59	9,11	9,28	105,4	109,9	100,0	105,1
	Men	10,29	10,77	10,24	10,43	103,5	108,0	97,6	103,0
R	Human health and social work activities	10,67	11,31	10,78	10,92	105,1	110,6	99,4	104,9
	Women	10,08	10,67	10,16	10,30	105,0	110,3	99,4	104,8
	Men	12,50	13,30	12,66	12,82	105,2	110,8	98,8	104,8
S	Arts, sports and recreation	8,34	8,76	8,49	8,53	108,3	113,0	104,4	108,5
	Women	8,09	8,43	8,16	8,23	108,7	112,7	103,8	108,4
	Men	8,62	9,14	8,87	8,88	107,6	113,1	105,0	108,6
T	Other service activities	6,94	7,27	7,01	7,07	109,5	114,5	105,4	109,6
	Women	6,63	6,95	6,73	6,77	109,0	114,1	105,7	109,5
	Men	7,30	7,67	7,35	7,43	109,6	115,0	105,2	109,7

1) Activity sections U (Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use) and V (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 2025¹⁾ 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			
		IV	V	VI	IV – VI	<u>IV 2026</u> IV 2025	<u>V 2026</u> V 2025	<u>VI 2026</u> VI 2025	<u>IV – VI 2026</u> IV – VI 2025
	Total	12,24	12,71	12,25	12,40	109,1	112,7	104,3	108,6
	Women	11,94	12,43	11,94	12,10	108,7	112,4	103,6	108,1
	Men	12,49	12,96	12,51	12,65	109,4	113,0	104,8	109,0
A	Agriculture, forestry and fishing	10,30	10,78	10,69	10,59	105,4	113,7	106,1	108,3
	Women	9,91	10,36	10,30	10,18	109,0	114,3	107,6	110,2
	Men	10,45	10,93	10,84	10,74	104,4	113,4	105,7	107,7
B	Mining and quarrying	12,21	12,24	13,18	12,53	108,1	108,3	111,1	109,1
	Women	10,99	11,40	11,83	11,41	102,8	108,5	104,1	105,2
	Men	12,36	12,35	13,36	12,67	108,7	108,3	112,1	109,6
C	Manufacturing	11,18	11,59	11,33	11,36	109,1	114,3	106,0	109,7
	Women	10,15	10,41	10,19	10,25	109,5	114,0	105,6	109,6
	Men	11,66	12,15	11,87	11,89	108,8	114,4	106,0	109,7
D	Electricity, gas, steam and air conditioning supply	15,95	16,32	15,88	16,04	112,7	114,0	112,1	112,9
	Women	16,63	16,43	15,83	16,29	118,2	114,7	110,8	114,6
	Men	15,75	16,29	15,89	15,97	111,2	113,8	112,5	112,5
E	Water supply; sewerage, waste management and remediation activities	10,94	11,38	11,26	11,19	110,3	111,4	106,3	109,3
	Women	11,34	11,70	11,57	11,53	112,2	113,3	107,6	111,0
	Men	10,83	11,30	11,18	11,10	109,7	110,9	106,0	108,8
F	Construction	10,12	10,54	10,16	10,27	114,1	117,0	108,3	113,1
	Women	11,48	11,74	11,36	11,52	114,7	117,5	109,2	113,7
	Men	9,97	10,41	10,03	10,13	113,9	116,8	108,2	112,9
G	Wholesale and retail trade	11,07	11,37	11,17	11,20	110,4	113,6	104,6	109,5
	Women	10,06	10,40	10,29	10,25	110,3	113,5	104,9	109,5
	Men	12,24	12,50	12,20	12,31	110,2	113,4	104,2	109,1
H	Transportation and storage	11,11	11,66	11,26	11,34	111,2	112,5	104,4	109,2
	Women	11,24	11,82	11,30	11,45	110,6	113,5	104,3	109,4
	Men	11,07	11,62	11,25	11,31	111,4	112,4	104,4	109,3
I	Accommodation and food service activities	9,74	10,20	9,86	9,93	111,4	111,7	104,1	108,6
	Women	9,44	9,90	9,57	9,64	111,7	112,0	104,0	108,8
	Men	10,02	10,48	10,14	10,21	111,0	111,3	104,2	108,4
J	Publishing, broadcasting, and content production and distribution activities	13,35	14,02	12,73	13,36	108,7	119,0	103,4	110,2
	Women	13,02	13,74	12,42	13,05	109,8	121,6	105,0	111,9
	Men	13,65	14,28	13,00	13,64	107,8	116,9	102,0	108,8
K	Telecommunication, computer programming, consulting,	17,96	17,67	17,01	17,55	108,1	111,7	104,5	108,1

	computing infrastructure and other information service activities								
	Women	16,49	16,12	15,43	16,02	112,3	111,9	105,3	109,9
	Men	18,59	18,34	17,69	18,21	106,4	111,6	104,2	107,4
L	Financial and insurance activities	17,40	17,29	15,71	16,78	118,7	105,9	106,6	110,0
	Women	15,23	15,74	14,22	15,04	114,3	109,5	105,9	109,7
	Men	21,64	20,30	18,62	20,17	124,7	100,2	107,3	110,0
M	Real estate activities	11,00	11,85	11,34	11,39	110,4	117,4	107,4	111,7
	Women	10,65	11,35	10,83	10,94	109,1	116,1	106,0	110,3
	Men	11,30	12,29	11,79	11,79	111,7	118,6	108,7	112,9
N	Professional, scientific and technical activities	13,63	14,16	13,64	13,81	110,4	113,1	105,6	109,7
	Women	12,91	13,43	13,05	13,12	110,2	113,2	105,8	109,7
	Men	14,29	14,84	14,20	14,44	110,4	112,9	105,5	109,6
O	Administrative and support service activities	9,47	10,00	9,65	9,70	110,1	117,0	108,3	111,6
	Women	9,32	9,64	9,32	9,43	109,6	115,0	107,4	110,7
	Men	9,57	10,25	9,88	9,90	110,4	118,2	108,8	112,4
P	Public administration and defence; compulsory social security	14,72	15,60	15,00	15,10	105,8	111,5	101,8	106,3
	Women	13,77	14,60	14,03	14,12	106,1	111,6	102,3	106,6
	Men	15,73	16,64	16,04	16,13	105,5	111,3	101,5	106,0
Q	Education	13,04	13,66	12,98	13,22	105,7	109,9	99,8	105,1
	Women	12,68	13,30	12,63	12,86	106,0	110,3	100,4	105,5
	Men	14,37	15,03	14,30	14,56	104,0	108,3	97,7	103,3
R	Human health and social work activities	15,14	16,11	15,34	15,52	105,7	111,2	99,5	105,4
	Women	14,21	15,10	14,38	14,56	105,6	110,9	99,7	105,4
	Men	17,98	19,22	18,27	18,48	105,7	111,4	98,9	105,2
S	Arts, sports and recreation	11,70	12,31	11,95	11,98	109,3	114,1	105,6	109,6
	Women	11,33	11,82	11,46	11,54	109,8	113,8	104,8	109,5
	Men	12,11	12,86	12,52	12,49	108,6	114,1	106,4	109,7
T	Other service activities	9,54	10,00	9,67	9,73	111,2	116,1	107,4	111,5
	Women	9,10	9,52	9,26	9,29	111,0	115,8	107,8	111,4
	Men	10,07	10,58	10,15	10,26	111,3	116,6	106,8	111,4

1) Activity sections U (Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use) and V (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

Since January 2026, statistical data are observed, processed and presented according to the National Classification of Activities, 2025 version (NKD 2025). The classification entered into force on 1 January 2025 (NN, No. 47/24). Its content and structure are completely harmonised with the Statistical Classification of Economic Activities in the European Union (hereinafter referred to as: NACE Rev. 2.1). Its implementation ensures a quality international comparability of statistical data.

In order to calculate the indices, the 2025 data were converted from NKD 2007 activities to NKD 2025 activities using the macro method of conversion.

The National Classification of Activities 2025 – NKD 2025 has a different structure compared to the NKD 2007 and a more detailed overview of the differences by sections between the new and the existing classification is described in the document [Differences between NKD 2007 and NKD 2025](#).

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 payments 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 the 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 2025, 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 payments 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 payments 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
NKD 2025	National Classification of Activities, 2025 version

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