



## AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT, BY SEX, FIRST QUARTER OF 2022

Data on average earnings, by sex, were obtained by processing data from the JOPPD form and is 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 off net earnings per person in employment in legal entities of the Republic of Croatia for the first quarter of 2022 amounted to 7 714 kuna for men and to 7 205 kuna for women.

Compared to the same period last year, the average net earnings increased by 6.2% for men and by 5.9% for women. The greatest increase in the average net earnings was recorded in Accommodation and food service activities (15.7% for men and 13.2% for women).

For the first quarter of 2022, men had the highest net earnings in Financial and insurance activities, which amounted to 12 408 kuna, while they had the lowest net earnings in Administrative and support service activities, which amounted to 5 915 kuna. The highest average net earnings for women were recorded in Information and communication and amounted to 9 365 kuna, while the lowest net earnings were recorded in Administrative and support service activities and amounted to 5 576 kuna.

The average monthly gross earnings per person in employment for the first quarter of 2022 amounted to 10 478 kuna for men and to 9 745 kuna for women.

Compared to the same period last year, the average gross earnings increased by 7.2% for men and by 6.6% for women. The greatest increase in the average gross earnings was recorded in Accommodation and food service activities (18.2% for men and 15.5% for women).

For the first quarter of 2022, men had the highest gross earnings in Financial and insurance activities, which amounted to 18 018 kuna, while they had the lowest gross earnings in Construction, which amounted to 7 866 kuna. The highest average gross earnings for women were recorded in Information and communication and amounted to 13 397 kuna, while the lowest gross earnings were recorded in Administrative and support service activities for women and amounted to 7 384 kuna.

In the first quarter of 2022, men had 170 paid hours on average and women 169 paid hours on average. The average monthly paid off net earnings per hour for the first quarter of 2022 amounted to 44.49 kuna for men and to 41.67 kuna for women. The average monthly gross earnings per hour for the first quarter of 2022 amounted to 60.43 kuna for men and to 56.36 kuna for women.

For the first quarter of 2022, women had higher average gross earnings per hour than men in five activity sections, ranging between 13.8% in Construction and 0.1% in Mining and quarrying, while men had higher average gross earnings per hour than women in the remaining fourteen activity sections, ranging between 26.7% in Financial and insurance activities and 5.2% in Administrative and support service activities.

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

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

	Average monthly paid off net earnings per person in employment, kuna				Nominal indices of change in average monthly paid off net earnings according to payoffs for month			
	I	II	III	I – III	I 2022 I 2021	II 2022 II 2021	III 2022 III 2021	I – III 2022 I – III 2021
Total	7 378	7 452	7 607	7 481	105,7	105,9	106,6	106,1
Men	7 594	7 667	7 873	7 714	105,7	106,2	106,7	106,2
Women	7 121	7 197	7 292	7 205	105,7	105,5	106,4	105,9
A Agriculture, forestry and fishing	6 241	6 184	6 711	6 384	106,5	106,4	108,6	107,3
Men	6 390	6 328	6 909	6 547	106,5	106,1	108,7	107,2
Women	5 846	5 805	6 200	5 956	106,5	107,4	108,7	107,6
B Mining and quarrying	7 460	7 525	7 656	7 540	101,7	99,7	102,0	101,0
Men	7 481	7 539	7 715	7 568	101,7	99,1	102,4	100,9
Women	7 271	7 395	7 181	7 287	101,5	106,5	98,7	102,2
C Manufacturing	6 875	7 281	7 192	7 118	108,4	109,1	109,6	109,1
Men	7 246	7 579	7 594	7 475	107,8	108,8	108,8	108,5
Women	6 126	6 692	6 404	6 410	108,9	109,4	110,9	109,8
D Electricity, gas, steam and air conditioning supply	9 299	8 863	9 919	9 363	101,6	102,3	103,3	102,4
Men	9 372	8 888	9 926	9 398	101,7	102,3	103,1	102,4
Women	9 026	8 771	9 892	9 234	101,0	102,6	103,7	102,5
E Water supply; sewerage, waste management and remediation activities	6 628	6 532	6 903	6 691	102,4	103,5	103,8	103,3
Men	6 619	6 512	6 875	6 671	102,3	103,5	103,8	103,2
Women	6 665	6 611	7 011	6 766	102,8	103,5	103,9	103,5
F Construction	5 897	5 951	6 134	5 996	105,9	107,6	107,1	106,9
Men	5 834	5 893	6 081	5 939	106,0	107,7	107,2	107,0
Women	6 474	6 480	6 630	6 529	104,9	106,2	106,1	105,7
G Wholesale and retail trade; repair of motor vehicles and motorcycles	6 687	6 855	6 904	6 817	108,3	108,5	109,0	108,6
Men	7 307	7 502	7 610	7 474	108,0	108,3	108,4	108,3
Women	6 141	6 288	6 297	6 243	108,3	108,5	109,7	108,9
H Transportation and storage	6 869	6 709	7 063	6 882	105,2	105,3	105,5	105,3
Men	6 894	6 711	7 095	6 901	105,1	105,5	105,8	105,5
Women	6 782	6 702	6 952	6 814	105,2	104,6	104,6	104,8
I Accommodation and food service activities	5 866	5 816	6 004	5 897	114,5	114,1	114,6	114,4
Men	6 103	6 071	6 280	6 154	115,6	115,3	115,8	115,7
Women	5 630	5 562	5 733	5 643	113,4	112,7	113,3	113,2
J Information and communication	10 173	10 456	10 954	10 531	106,6	107,7	105,1	106,4
Men	10 777	11 045	11 575	11 136	106,8	108,1	105,8	106,9
Women	9 003	9 319	9 759	9 365	106,0	106,9	103,4	105,4
K Financial and insurance activities	9 721	9 989	11 294	10 342	104,3	105,2	112,6	107,6
Men	11 571	11 872	13 764	12 408	105,2	104,8	114,6	108,4
Women	8 793	9 050	10 073	9 312	103,5	105,5	111,3	106,9
L Real estate activities	6 880	6 875	7 136	6 965	104,8	107,0	107,8	106,6
Men	7 069	7 108	7 338	7 173	103,5	106,4	107,2	105,7
Women	6 649	6 596	6 893	6 714	106,4	107,8	108,5	107,6
M Professional, scientific and technical activities	7 939	8 109	8 554	8 204	104,1	103,2	107,5	105,0
Men	8 282	8 488	8 895	8 559	103,8	103,7	106,5	104,7
Women	7 559	7 689	8 171	7 809	104,6	102,7	108,9	105,4
N Administrative and support service activities	5 712	5 683	5 917	5 772	110,9	110,6	113,3	111,6
Men	5 863	5 835	6 041	5 915	110,3	110,0	112,5	111,0
Women	5 505	5 478	5 743	5 576	111,9	111,4	114,7	112,7
O Public administration and defence; compulsory social security	8 597	8 501	8 552	8 550	102,6	102,6	103,0	102,7
Men	9 202	8 956	9 007	9 051	101,9	101,1	101,4	101,4
Women	7 968	8 000	8 046	8 005	103,9	104,4	104,8	104,4
P Education	7 908	7 899	7 992	7 934	103,6	101,0	101,8	102,1

	Men	8 853	8 877	8 963	8 898	103,1	100,9	101,6	101,9
	Women	7 628	7 614	7 715	7 653	103,7	101,0	101,9	102,2
Q	Human health and social work activities	9 134	8 809	8 724	8 887	101,1	101,9	101,3	101,4
	Men	10 954	10 525	10 372	10 615	100,2	101,6	100,2	100,6
	Women	8 562	8 270	8 211	8 346	101,4	101,9	101,6	101,6
R	Arts, entertainment and recreation	6 894	6 855	6 885	6 878	108,4	104,6	105,8	106,3
	Men	7 403	7 294	7 328	7 342	109,1	101,9	105,6	105,5
	Women	6 459	6 483	6 514	6 486	107,5	107,2	106,0	106,9
S	Other service activities	6 129	6 161	6 251	6 180	110,2	110,6	110,9	110,6
	Men	6 781	6 786	6 965	6 844	107,2	106,0	107,5	106,9
	Women	5 757	5 806	5 847	5 804	111,3	112,7	112,1	112,0

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.

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, kuna				Nominal indices of change in average monthly gross earnings according to payoffs for month			
	I	II	III	I – III	I 2022 I 2021	II 2022 II 2021	III 2022 III 2021	I – III 2022 I – III 2021
Total	9 982	10 109	10 328	10 143	106,5	106,8	107,6	107,0
Men	10 292	10 417	10 715	10 478	106,6	107,2	107,8	107,2
Women	9 615	9 744	9 870	9 745	106,3	106,2	107,3	106,6
A Agriculture, forestry and fishing	8 176	8 096	8 874	8 390	107,4	107,3	109,8	108,2
Men	8 371	8 288	9 134	8 605	107,4	107,0	109,7	108,1
Women	7 657	7 590	8 201	7 825	107,5	108,4	110,2	108,8
B Mining and quarrying	10 073	10 171	10 318	10 179	102,6	99,9	102,8	101,6
Men	10 079	10 163	10 377	10 194	102,6	99,0	103,1	101,4
Women	10 022	10 247	9 845	10 047	103,1	109,2	100,2	104,2
C Manufacturing	9 210	9 913	9 700	9 611	109,7	110,6	111,3	110,6
Men	9 739	10 318	10 274	10 113	109,1	110,4	110,4	110,0
Women	8 142	9 113	8 577	8 615	110,3	110,8	112,9	111,4
D Electricity, gas, steam and air conditioning supply	12 267	11 562	13 216	12 353	102,0	102,8	103,9	103,0
Men	12 307	11 523	13 143	12 328	102,3	102,7	103,8	103,0
Women	12 117	11 710	13 488	12 445	101,1	103,1	104,4	102,9
E Water supply; sewerage, waste management and remediation activities	8 771	8 623	9 166	8 857	102,9	104,1	104,5	103,9
Men	8 728	8 565	9 091	8 798	102,8	104,1	104,5	103,8
Women	8 935	8 843	9 450	9 082	103,3	104,1	104,5	104,0
F Construction	7 828	7 902	8 159	7 966	106,9	108,8	108,1	108,0
Men	7 720	7 802	8 064	7 866	107,0	109,0	108,2	108,1
Women	8 820	8 816	9 049	8 896	105,6	107,0	106,8	106,5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	9 002	9 285	9 359	9 218	109,4	109,7	110,4	109,9
Men	9 949	10 277	10 442	10 225	109,2	109,6	109,7	109,5
Women	8 169	8 414	8 428	8 339	109,4	109,6	111,1	110,0
H Transportation and storage	9 201	8 943	9 479	9 210	106,4	106,2	106,4	106,4
Men	9 220	8 927	9 507	9 220	106,5	106,5	106,8	106,6
Women	9 132	8 999	9 385	9 175	106,3	105,2	105,1	105,6
I Accommodation and food service activities	7 766	7 675	7 950	7 800	117,0	116,3	117,1	116,9
Men	8 126	8 062	8 378	8 192	118,1	117,7	118,6	118,2
Women	7 407	7 292	7 530	7 412	115,8	114,9	115,5	115,5
J Information and communication	14 573	15 051	15 889	15 178	107,4	108,7	105,5	107,2
Men	15 501	15 944	16 838	16 100	107,6	109,1	106,3	107,7
Women	12 775	13 327	14 065	13 397	106,9	107,9	103,6	106,1
K Financial and insurance activities	13 753	14 207	16 377	14 790	104,8	105,9	114,6	108,7
Men	16 616	17 135	20 276	18 018	105,7	105,3	116,8	109,5
Women	12 315	12 745	14 451	13 181	103,9	106,2	113,2	108,0
L Real estate activities	9 414	9 386	9 818	9 542	105,5	108,0	109,2	107,6
Men	9 687	9 710	10 089	9 831	104,1	107,2	108,6	106,7
Women	9 081	8 997	9 492	9 193	107,2	108,9	110,0	108,8
M Professional, scientific and technical activities	11 017	11 304	12 044	11 461	104,7	103,5	108,8	105,7
Men	11 504	11 848	12 514	11 962	104,3	104,2	107,5	105,4
Women	10 477	10 699	11 517	10 902	105,3	102,8	110,5	106,2
N Administrative and support service activities	7 573	7 535	7 908	7 674	112,6	112,1	115,7	113,5
Men	7 797	7 762	8 088	7 885	111,9	111,4	114,8	112,8
Women	7 265	7 227	7 656	7 384	113,7	113,0	117,2	114,7
O Public administration and defence; compulsory social security	11 559	11 394	11 437	11 462	102,9	102,9	103,2	103,0
Men	12 257	11 869	11 906	12 004	102,3	101,5	101,7	101,8
Women	10 834	10 870	10 913	10 873	104,1	104,6	105,0	104,5
P Education	10 643	10 615	10 687	10 649	103,3	101,4	101,9	102,2

	Men	12 047	12 068	12 125	12 080	102,8	101,2	101,6	101,8
	Women	10 229	10 191	10 277	10 233	103,4	101,4	102,0	102,3
Q	Human health and social work activities	12 522	11 998	11 816	12 109	101,2	102,1	101,3	101,5
	Men	15 309	14 619	14 329	14 749	100,1	101,8	100,1	100,6
	Women	11 645	11 174	11 034	11 282	101,6	102,1	101,7	101,7
R	Arts, entertainment and recreation	9 313	9 254	9 275	9 280	109,6	105,2	106,7	107,1
	Men	10 076	9 918	9 925	9 973	110,6	102,2	106,4	106,3
	Women	8 662	8 692	8 731	8 695	108,3	108,2	107,0	107,8
S	Other service activities	8 161	8 208	8 342	8 237	111,4	111,9	112,2	111,8
	Men	9 099	9 098	9 374	9 191	108,2	106,7	108,6	107,9
	Women	7 627	7 703	7 759	7 697	112,6	114,3	113,5	113,5

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

	Average monthly paid off net earnings per paid hour, kuna				Nominal indices of change in average monthly paid off net earnings according to payoffs for month			
	I	II	III	I – III	I 2022 I 2021	II 2022 II 2021	III 2022 III 2021	I – III 2022 I – III 2021
Total	43,16	45,88	40,96	43,20	105,6	105,7	106,4	105,9
Men	44,40	47,14	42,31	44,49	105,7	106,0	106,5	106,1
Women	41,69	44,38	39,36	41,67	105,4	105,2	106,3	105,6
A Agriculture, forestry and fishing	36,82	38,33	36,26	37,08	106,4	106,2	108,6	107,1
Men	37,69	39,21	37,33	38,03	106,3	105,9	108,7	107,1
Women	34,48	36,02	33,51	34,59	106,4	107,2	108,7	107,4
B Mining and quarrying	43,23	45,92	41,34	43,61	101,7	99,9	102,5	101,8
Men	43,24	45,90	41,63	43,71	101,7	99,2	103,0	101,7
Women	43,14	46,08	38,94	42,73	101,9	107,0	98,4	102,8
C Manufacturing	40,13	44,56	38,57	40,93	108,4	108,8	109,4	108,8
Men	42,22	46,32	40,67	42,92	107,8	108,5	108,7	108,3
Women	35,89	41,08	34,44	36,97	108,9	109,0	110,6	109,4
D Electricity, gas, steam and air conditioning supply	54,79	54,83	53,52	54,34	102,2	102,3	103,2	102,5
Men	55,13	54,92	53,51	54,48	102,4	102,2	103,1	102,6
Women	53,51	54,50	53,58	53,85	101,2	102,5	103,5	102,5
E Water supply; sewerage, waste management and remediation activities	38,64	40,15	37,05	38,52	102,7	103,9	103,8	103,4
Men	38,46	39,94	36,81	38,31	102,7	104,0	103,8	103,4
Women	39,35	41,00	37,96	39,34	102,8	104,0	103,9	103,5
F Construction	34,81	36,86	33,12	34,82	106,1	107,5	107,1	106,8
Men	34,42	36,49	32,81	34,46	106,2	107,6	107,1	106,9
Women	38,38	40,34	36,03	38,13	104,9	106,2	106,2	105,7
G Wholesale and retail trade; repair of motor vehicles and motorcycles	39,27	42,49	37,52	39,63	108,2	108,3	108,8	108,4
Men	43,03	46,51	41,24	43,47	107,9	108,1	108,3	108,1
Women	35,98	38,96	34,31	36,29	108,1	108,3	109,5	108,6
H Transportation and storage	40,09	41,26	37,91	39,66	104,6	104,8	105,2	104,8
Men	40,09	41,14	37,97	39,64	104,5	104,9	105,4	104,9
Women	40,09	41,68	37,71	39,71	104,9	104,4	104,5	104,6
I Accommodation and food service activities	34,51	36,10	32,62	34,30	114,0	113,6	114,3	113,8
Men	35,90	37,69	34,13	35,80	115,1	114,9	115,5	115,0
Women	33,13	34,52	31,15	32,82	112,9	112,2	113,1	112,6
J Information and communication	60,19	64,96	59,29	61,36	106,8	107,8	105,1	106,5
Men	63,74	68,58	62,59	64,84	107,0	108,2	105,9	107,0
Women	53,31	57,97	52,93	54,63	106,2	106,9	103,5	105,5
K Financial and insurance activities	57,51	62,07	61,11	60,24	104,3	105,1	112,4	107,4
Men	68,40	73,66	74,29	72,17	105,1	104,6	114,3	108,2
Women	52,04	56,27	54,57	54,28	103,5	105,4	111,2	106,8
L Real estate activities	40,71	42,68	38,65	40,57	104,8	106,7	107,6	106,3
Men	41,80	44,06	39,72	41,75	103,5	106,0	107,0	105,5
Women	39,38	41,01	37,35	39,15	106,3	107,4	108,2	107,3
M Professional, scientific and technical activities	47,03	50,42	46,34	47,83	104,3	103,2	107,5	105,0
Men	49,02	52,73	48,13	49,85	103,9	103,7	106,4	104,7
Women	44,81	47,84	44,33	45,58	104,7	102,7	108,9	105,4
N Administrative and support service activities	33,23	34,85	31,77	33,20	110,7	110,3	113,1	111,3
Men	33,91	35,61	32,31	33,85	110,1	109,8	112,2	110,7
Women	32,29	33,81	31,00	32,30	111,7	111,1	114,5	112,3
O Public administration and defence; compulsory social security	50,40	52,36	46,01	49,39	102,7	102,5	103,0	102,6
Men	53,52	54,86	48,23	51,96	102,1	100,9	101,5	101,3
Women	47,10	49,58	43,51	46,56	103,9	104,3	104,7	104,3
P Education	46,42	48,72	42,90	45,84	102,9	100,8	101,5	101,7

	Men	51,87	54,64	47,97	51,32	102,5	100,8	101,4	101,5
	Women	44,81	46,99	41,45	44,25	103,0	100,7	101,6	101,7
Q	Human health and social work activities	51,40	52,75	46,00	49,87	101,0	101,6	101,4	101,3
	Men	60,31	61,76	53,64	58,37	100,1	101,2	100,2	100,5
	Women	48,51	49,84	43,56	47,13	101,2	101,6	101,8	101,5
R	Arts, entertainment and recreation	40,61	42,52	37,37	40,03	108,0	104,2	105,5	105,9
	Men	43,67	45,26	39,71	42,73	108,9	101,7	105,4	105,2
	Women	38,01	40,21	35,41	37,75	107,0	106,7	105,7	106,4
S	Other service activities	36,13	38,22	33,83	35,96	110,3	110,6	110,7	110,5
	Men	39,75	41,84	37,43	39,57	107,3	106,1	107,4	106,9
	Women	34,06	36,14	31,77	33,89	111,5	112,7	112,0	112,0

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.

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, kuna				Nominal indices of change in average monthly gross earnings according to payoffs for month			
	I	II	III	I – III	I 2022 I 2021	II 2022 II 2021	III 2022 III 2021	I – III 2022 I – III 2021
Total	58,40	62,25	55,61	58,57	106,4	106,6	107,5	106,8
Men	60,17	64,06	57,58	60,43	106,6	107,1	107,6	107,1
Women	56,29	60,09	53,27	56,36	106,0	105,9	107,2	106,3
A Agriculture, forestry and fishing	48,23	50,19	47,95	48,73	107,2	107,1	109,8	108,1
Men	49,38	51,35	49,35	49,98	107,2	106,8	109,7	108,0
Women	45,17	47,09	44,33	45,44	107,3	108,2	110,2	108,6
B Mining and quarrying	58,38	62,06	55,71	58,88	102,6	100,1	103,3	102,5
Men	58,26	61,88	56,00	58,88	102,5	99,2	103,8	102,2
Women	59,47	63,85	53,39	58,92	103,6	109,7	100,0	104,8
C Manufacturing	53,77	60,67	52,03	55,27	109,7	110,3	111,2	110,4
Men	56,75	63,05	55,03	58,07	109,1	110,1	110,3	109,8
Women	47,71	55,95	46,13	49,68	110,3	110,4	112,6	111,0
D Electricity, gas, steam and air conditioning supply	72,28	71,53	71,32	71,70	102,6	102,8	103,9	103,1
Men	72,40	71,20	70,85	71,46	103,0	102,7	103,8	103,2
Women	71,84	72,76	73,07	72,58	101,3	103,0	104,3	102,9
E Water supply; sewerage, waste management and remediation activities	51,13	53,01	49,19	51,00	103,2	104,7	104,5	104,1
Men	50,72	52,53	48,68	50,53	103,2	104,6	104,5	104,0
Women	52,75	54,84	51,16	52,81	103,3	104,7	104,5	104,1
F Construction	46,21	48,95	44,06	46,26	107,1	108,7	108,1	107,9
Men	45,55	48,31	43,51	45,65	107,2	108,9	108,2	108,0
Women	52,28	54,89	49,18	51,96	105,6	107,0	106,9	106,5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	52,87	57,55	50,87	53,59	109,3	109,5	110,2	109,6
Men	58,59	63,72	56,59	59,46	109,1	109,4	109,5	109,3
Women	47,86	52,13	45,92	48,47	109,2	109,3	110,9	109,7
H Transportation and storage	53,70	55,00	50,88	53,08	105,8	105,7	106,2	105,9
Men	53,62	54,73	50,87	52,96	105,8	105,9	106,5	106,0
Women	53,98	55,96	50,91	53,47	106,0	105,0	105,0	105,3
I Accommodation and food service activities	45,69	47,64	43,20	45,36	116,4	115,9	116,9	116,2
Men	47,80	50,05	45,53	47,65	117,5	117,3	118,4	117,6
Women	43,58	45,25	40,91	43,10	115,2	114,4	115,3	114,8
J Information and communication	86,23	93,51	86,01	88,43	107,6	108,8	105,6	107,3
Men	91,69	99,00	91,05	93,74	107,8	109,2	106,4	107,8
Women	75,64	82,90	76,28	78,14	107,0	107,9	103,7	106,1
K Financial and insurance activities	81,37	88,27	88,62	86,15	104,8	105,8	114,5	108,5
Men	98,23	106,31	109,44	104,80	105,7	105,2	116,5	109,3
Women	72,89	79,25	78,29	76,83	103,9	106,1	113,0	107,8
L Real estate activities	55,71	58,27	53,17	55,58	105,5	107,7	109,0	107,3
Men	57,29	60,19	54,61	57,22	104,1	106,9	108,4	106,4
Women	53,79	55,94	51,44	53,60	107,2	108,6	109,8	108,5
M Professional, scientific and technical activities	65,26	70,28	65,25	66,82	104,8	103,5	108,8	105,7
Men	68,09	73,60	67,71	69,66	104,4	104,2	107,4	105,3
Women	62,12	66,58	62,48	63,64	105,4	102,8	110,5	106,2
N Administrative and support service activities	44,06	46,20	42,46	44,14	112,5	111,8	115,5	113,2
Men	45,09	47,37	43,26	45,13	111,7	111,3	114,5	112,5
Women	42,61	44,61	41,33	42,78	113,6	112,7	117,0	114,4
O Public administration and defence; compulsory social security	67,76	70,18	61,53	66,21	103,1	102,8	103,2	102,9
Men	71,28	72,70	63,75	68,91	102,5	101,3	101,7	101,7
Women	64,05	67,36	59,02	63,24	104,0	104,5	104,9	104,4
P Education	62,48	65,47	57,37	61,53	102,6	101,1	101,6	101,7
Men	70,58	74,27	64,90	69,67	102,1	101,0	101,5	101,5



	Women	60,08	62,89	55,21	59,16	102,7	101,1	101,7	101,8
Q	Human health and social work activities	70,46	71,85	62,30	67,94	101,0	101,8	101,4	101,4
	Men	84,29	85,78	74,11	81,10	100,0	101,4	100,0	100,4
	Women	65,98	67,35	58,54	63,71	101,3	101,8	101,8	101,6
R	Arts, entertainment and recreation	54,86	57,41	50,35	54,01	109,2	104,8	106,4	106,7
	Men	59,43	61,54	53,79	58,04	110,4	102,0	106,2	106,0
	Women	50,97	53,91	47,46	50,60	107,8	107,6	106,6	107,2
S	Other service activities	48,12	50,91	45,14	47,93	111,5	111,8	112,1	111,8
	Men	53,33	56,09	50,37	53,14	108,3	106,8	108,6	107,9
	Women	45,12	47,95	42,15	44,94	112,7	114,3	113,4	113,5

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 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.

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 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.

### Abbreviations

NKD 2007. National Classification of Activities, 2007 version

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