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AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT, BY SEX, FIRST 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 first quarter of 2026 amounted to **1 501 euro** for women and to **1 556 euro** for men.

Compared to the same period of the previous year, the average net earnings increased by **7.5%** for women and by **8.3%** for men. The greatest increase in the average net earnings for women was recorded in activity Electricity, gas, steam and air conditioning supply, of 15.3%, while for men it was recorded also in activity Electricity, gas, steam and air conditioning supply, of 16.4%.

In the first quarter of 2026, women had the highest net earnings in activity Electricity, gas, steam and air conditioning supply, which amounted to 1 911 euro, and the lowest net earnings in Other service activities, which amounted to 1 158 euro. The highest average net earnings for men were recorded in Financial and insurance activities, 2 358 euro, while the lowest net earnings were recorded in Administrative and support service activities, 1 207 euro.

The average monthly gross earnings per person in employment in the first quarter of 2026 amounted to **2 102 euro** for women and to **2 182 euro** for men.

Compared to the same period of the previous year, the average gross earnings increased by **8.5%** for women and by **9.4%** for men. The greatest increase in the average gross earnings for women was recorded in activity Electricity, gas, steam and air conditioning supply, of 17.9%, while for men it was recorded also in activity Electricity, gas, steam and air conditioning supply, of 19.5%.

In the first quarter of 2026, women had the highest average gross earnings in Telecommunication, computer programming, consulting, computing infrastructure and other information service activities, which amounted to 2 785 euro, and the lowest gross earnings in Other service activities, which amounted to 1 584 euro. The highest average gross earnings for men were recorded in Financial and insurance activities, 3 463 euro, while the lowest gross earnings were recorded in Administrative and support service activities, 1 670 euro.

In the first quarter of 2026, women had **167 paid hours** on average, and men had **168 paid hours** on average. The average monthly paid net earnings per hour in the first quarter of 2026 amounted to **8.69 euro** for women and to **8.97 euro** for men. The average monthly gross earnings per hour in the first quarter of 2026 amounted to **12.17 euro** for women and to **12.58 euro** for men.

In the first quarter of 2026, women had higher average gross earnings per hour than men in four activity sections, ranging from 14.2% in Construction to 1.0% in Electricity, gas, steam and air conditioning supply, while men had higher average gross earnings per hour than women in the remaining 16 activity sections, ranging from 22.5% in Financial and insurance activities to 3.3% in Administrative and support service 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			
	I	II	III	I – III	I 2026 I 2025	II 2026 II 2025	III 2026 III 2025	I – III 2026 I – III 2025
Total	1 511	1 527	1 555	1 531	108,5	107,8	107,4	108,0
Women	1 481	1 507	1 516	1 501	108,4	107,3	106,8	107,5
Men	1 537	1 543	1 589	1 556	108,8	108,3	107,9	108,3
A Agriculture, forestry and fishing	1 310	1 263	1 332	1 302	104,8	108,3	111,0	108,0
Women	1 253	1 212	1 275	1 247	108,3	109,1	111,1	109,5
Men	1 331	1 281	1 353	1 322	103,7	108,1	111,0	107,6
B Mining and quarrying	1 546	1 482	1 634	1 555	111,5	103,4	114,2	109,7
Women	1 498	1 334	1 371	1 401	115,4	104,8	104,7	108,4
Men	1 552	1 500	1 666	1 574	111,0	103,4	115,3	110,0
C Manufacturing	1 381	1 444	1 437	1 421	109,0	108,2	109,5	109,0
Women	1 260	1 391	1 305	1 318	109,1	108,9	109,4	109,1
Men	1 439	1 469	1 500	1 469	108,9	107,9	109,5	108,7
D Electricity, gas, steam and air conditioning supply	1 966	1 850	2 025	1 947	111,6	116,6	120,5	116,2
Women	1 908	1 829	1 995	1 911	109,4	117,1	120,0	115,3
Men	1 982	1 856	2 033	1 958	112,2	116,5	120,6	116,4
E Water supply; sewerage, waste management and remediation activities	1 418	1 366	1 411	1 398	110,2	111,0	110,6	110,5
Women	1 417	1 374	1 429	1 407	109,7	111,3	112,4	111,1
Men	1 418	1 363	1 406	1 396	110,4	110,8	110,1	110,4
F Construction	1 228	1 234	1 274	1 246	110,9	111,4	112,2	111,5
Women	1 362	1 362	1 403	1 376	112,6	112,2	113,5	112,8
Men	1 214	1 221	1 260	1 232	110,9	111,3	112,0	111,4
G Wholesale and retail trade	1 359	1 387	1 402	1 383	108,6	107,9	108,3	108,3
Women	1 257	1 284	1 291	1 277	108,4	107,6	108,6	108,1
Men	1 478	1 506	1 533	1 506	108,8	108,2	108,1	108,3
H Transportation and storage	1 419	1 371	1 429	1 406	110,9	110,3	111,4	110,8
Women	1 406	1 380	1 425	1 404	111,2	111,1	111,9	111,4
Men	1 422	1 368	1 430	1 407	110,7	110,0	111,2	110,7
I Accommodation and food service activities	1 197	1 187	1 236	1 207	108,5	108,3	106,1	107,6
Women	1 171	1 158	1 205	1 178	109,0	108,6	107,6	108,4
Men	1 221	1 215	1 266	1 234	108,0	108,0	104,9	106,8
J Publishing, broadcasting, and content production and distribution activities	1 609	1 570	1 664	1 614	115,7	112,4	71,3	94,7
Women	1 517	1 502	1 593	1 538	113,0	111,1	73,1	94,8
Men	1 695	1 631	1 730	1 685	118,1	113,5	69,8	94,7
K Telecommunication, computer programming, consulting,	1 992	2 048	2 241	2 094	108,9	106,4	107,9	107,8

	computing infrastructure and other information service activities								
	Women	1 808	1 871	2 030	1 903	109,2	108,0	109,0	108,7
	Men	2 071	2 124	2 332	2 175	108,8	105,9	107,5	107,4
L	Financial and insurance activities	1 827	2 143	2 110	2 026	108,5	114,3	109,0	110,6
	Women	1 665	1 994	1 911	1 856	107,5	115,4	109,7	110,9
	Men	2 145	2 429	2 499	2 358	109,8	112,3	107,6	109,9
M	Real estate activities	1 362	1 400	1 382	1 381	107,7	112,4	109,3	109,8
	Women	1 327	1 366	1 336	1 343	107,5	111,2	108,9	109,2
	Men	1 392	1 428	1 420	1 413	108,1	113,2	109,7	110,3
N	Professional, scientific and technical activities	1 624	1 651	1 703	1 659	109,7	107,8	108,6	108,6
	Women	1 556	1 591	1 640	1 596	110,6	107,2	108,9	108,9
	Men	1 686	1 706	1 761	1 718	108,8	108,5	108,3	108,5
O	Administrative and support service activities	1 189	1 171	1 207	1 189	107,7	107,9	109,0	108,2
	Women	1 165	1 140	1 181	1 162	107,3	107,4	108,9	107,9
	Men	1 206	1 193	1 224	1 207	108,0	108,3	109,0	108,3
P	Public administration and defence; compulsory social security	1 863	1 862	1 872	1 866	107,3	106,1	104,9	106,1
	Women	1 726	1 722	1 726	1 725	108,7	106,6	104,7	106,7
	Men	2 011	2 011	2 028	2 017	106,2	105,8	105,0	105,7
Q	Education	1 639	1 659	1 662	1 653	105,4	104,7	104,4	104,8
	Women	1 596	1 615	1 618	1 610	105,7	105,1	104,7	105,2
	Men	1 804	1 824	1 826	1 818	104,3	103,3	102,8	103,5
R	Human health and social work activities	1 932	1 887	1 909	1 910	107,9	103,9	103,4	105,1
	Women	1 813	1 771	1 792	1 792	107,7	103,7	103,4	104,9
	Men	2 313	2 253	2 280	2 282	108,2	104,0	103,0	105,1
S	Arts, sports and recreation	1 456	1 500	1 489	1 482	109,3	111,9	105,3	108,8
	Women	1 402	1 407	1 418	1 409	109,1	109,4	107,6	108,6
	Men	1 518	1 603	1 571	1 564	109,5	114,3	102,9	108,7
T	Other service activities	1 214	1 198	1 217	1 209	110,4	109,0	109,5	109,6
	Women	1 163	1 146	1 165	1 158	110,3	108,7	109,5	109,6
	Men	1 274	1 260	1 280	1 271	110,3	109,3	109,7	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.

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			
	I	II	III	I – III	I 2026 I 2025	II 2026 II 2025	III 2026 III 2025	I – III 2026 I – III 2025
Total	2 114	2 139	2 183	2 146	109,8	108,9	108,4	109,0
Women	2 070	2 113	2 124	2 102	109,6	108,4	107,8	108,5
Men	2 151	2 162	2 233	2 182	110,0	109,4	108,9	109,4
A Agriculture, forestry and fishing	1 783	1 710	1 817	1 771	105,7	109,7	112,9	109,4
Women	1 719	1 654	1 753	1 709	109,8	110,7	113,1	111,2
Men	1 806	1 731	1 841	1 793	104,4	109,4	112,9	108,8
B Mining and quarrying	2 163	2 059	2 296	2 174	113,5	104,3	115,7	111,3
Women	2 148	1 869	1 925	1 981	118,3	105,6	105,3	109,8
Men	2 165	2 083	2 343	2 198	113,0	104,3	117,1	111,5
C Manufacturing	1 915	2 024	2 003	1 980	110,3	109,5	111,0	110,2
Women	1 737	1 965	1 812	1 838	110,4	110,5	111,1	110,8
Men	1 999	2 051	2 093	2 048	110,2	109,0	110,8	110,0
D Electricity, gas, steam and air conditioning supply	2 726	2 546	2 853	2 709	113,1	119,5	125,1	119,1
Women	2 685	2 563	2 852	2 701	110,2	120,0	124,1	117,9
Men	2 738	2 542	2 853	2 711	114,0	119,4	125,4	119,5
E Water supply; sewerage, waste management and remediation activities	1 957	1 877	1 944	1 926	111,6	112,7	112,1	112,1
Women	1 975	1 907	1 993	1 959	110,8	113,0	114,2	112,7
Men	1 952	1 869	1 931	1 918	111,8	112,7	111,6	112,0
F Construction	1 697	1 707	1 769	1 725	113,0	113,4	114,3	113,6
Women	1 915	1 913	1 980	1 936	114,2	113,9	115,5	114,6
Men	1 673	1 685	1 746	1 702	112,8	113,3	114,1	113,5
G Wholesale and retail trade	1 889	1 936	1 961	1 929	109,9	109,3	109,8	109,7
Women	1 733	1 776	1 788	1 766	110,0	109,0	110,2	109,8
Men	2 073	2 122	2 164	2 119	109,7	109,4	109,2	109,4
H Transportation and storage	1 976	1 898	1 993	1 955	112,7	112,0	113,4	112,7
Women	1 965	1 922	1 998	1 962	112,8	112,8	113,8	113,1
Men	1 978	1 892	1 991	1 953	112,5	111,8	113,3	112,5
I Accommodation and food service activities	1 647	1 630	1 706	1 661	109,9	109,9	107,2	108,9
Women	1 608	1 585	1 657	1 617	110,6	110,2	108,9	109,9
Men	1 685	1 673	1 751	1 703	109,3	109,6	105,7	108,1
J Publishing, broadcasting, and content production and distribution activities	2 314	2 246	2 404	2 322	117,6	113,9	65,8	91,9
Women	2 171	2 149	2 299	2 207	114,3	112,5	67,7	92,0
Men	2 444	2 336	2 501	2 427	120,4	115,2	64,2	91,8
K Telecommunication, computer programming, consulting,	2 898	2 994	3 310	3 067	109,4	107,0	108,7	108,5

	computing infrastructure and other information service activities								
	Women	2 625	2 735	2 996	2 785	109,8	108,9	109,9	109,6
	Men	3 016	3 104	3 445	3 188	109,3	106,4	108,3	108,0
L	Financial and insurance activities	2 617	3 138	3 083	2 945	109,1	115,8	110,0	111,7
	Women	2 364	2 907	2 769	2 679	107,9	117,0	110,6	112,0
	Men	3 111	3 583	3 695	3 463	110,6	113,7	108,6	110,9
M	Real estate activities	1 911	1 975	1 944	1 944	108,6	114,6	111,0	111,4
	Women	1 860	1 928	1 876	1 888	108,4	113,2	110,4	110,7
	Men	1 955	2 014	2 001	1 990	109,1	115,6	111,5	112,0
N	Professional, scientific and technical activities	2 319	2 365	2 449	2 378	110,7	108,9	109,8	109,8
	Women	2 221	2 282	2 363	2 289	111,7	108,0	110,2	109,9
	Men	2 408	2 442	2 529	2 460	109,9	109,7	109,4	109,7
O	Administrative and support service activities	1 641	1 609	1 669	1 639	109,0	109,5	111,0	109,8
	Women	1 603	1 557	1 629	1 596	108,6	109,0	111,2	109,6
	Men	1 667	1 646	1 696	1 670	109,3	109,9	110,8	110,0
P	Public administration and defence; compulsory social security	2 617	2 599	2 611	2 609	108,9	106,2	104,8	106,6
	Women	2 438	2 427	2 430	2 432	109,9	107,2	105,2	107,4
	Men	2 811	2 781	2 805	2 799	108,2	105,4	104,4	106,0
Q	Education	2 278	2 304	2 306	2 296	106,3	105,2	105,0	105,5
	Women	2 215	2 239	2 242	2 232	106,5	105,6	105,4	105,8
	Men	2 519	2 546	2 548	2 538	105,0	103,6	103,3	104,0
R	Human health and social work activities	2 742	2 669	2 700	2 704	108,8	104,4	103,7	105,6
	Women	2 558	2 491	2 520	2 523	108,6	104,3	103,7	105,5
	Men	3 328	3 230	3 270	3 276	109,0	104,5	103,4	105,6
S	Arts, sports and recreation	2 042	2 110	2 094	2 082	110,4	113,5	106,0	109,9
	Women	1 963	1 971	1 986	1 973	110,3	110,9	108,6	109,9
	Men	2 132	2 266	2 218	2 206	110,5	116,0	103,2	109,7
T	Other service activities	1 666	1 639	1 671	1 658	112,1	110,7	111,5	111,3
	Women	1 593	1 564	1 596	1 584	112,2	110,5	111,5	111,4
	Men	1 753	1 729	1 762	1 748	111,9	110,8	111,4	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.

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			
		I	II	III	I – III	<u>I 2026</u> I 2025	<u>II 2026</u> II 2025	<u>III 2026</u> III 2025	<u>I – III 2026</u> I – III 2025
	Total	8,46	9,40	8,72	8,85	113,0	107,8	103,1	108,1
	Women	8,31	9,30	8,53	8,69	112,8	107,4	102,6	107,5
	Men	8,59	9,49	8,89	8,97	113,0	108,2	103,5	108,2
A	Agriculture, forestry and fishing	7,40	7,84	7,50	7,57	109,3	108,4	105,9	107,8
	Women	7,07	7,53	7,21	7,26	112,8	109,1	106,7	109,5
	Men	7,52	7,95	7,60	7,68	108,2	108,2	105,7	107,4
B	Mining and quarrying	8,66	9,08	9,14	8,96	115,3	105,1	110,7	110,5
	Women	8,47	8,30	7,76	8,17	120,1	104,8	100,4	108,4
	Men	8,68	9,17	9,32	9,05	114,8	105,3	112,0	110,6
C	Manufacturing	7,73	8,87	8,05	8,20	113,5	108,3	105,4	109,2
	Women	7,08	8,58	7,35	7,64	113,6	109,0	105,3	109,5
	Men	8,04	9,00	8,37	8,46	113,4	107,9	105,2	109,0
D	Electricity, gas, steam and air conditioning supply	11,02	11,41	11,31	11,24	116,1	116,2	114,2	115,5
	Women	10,80	11,38	11,31	11,15	114,0	117,1	114,6	115,2
	Men	11,09	11,42	11,32	11,27	116,7	116,1	114,3	115,7
E	Water supply; sewerage, waste management and remediation activities	7,87	8,39	7,87	8,03	114,1	111,0	105,9	110,3
	Women	7,97	8,51	8,05	8,17	114,0	111,4	107,6	111,2
	Men	7,84	8,35	7,82	7,99	114,1	110,7	105,5	110,1
F	Construction	6,93	7,66	7,19	7,25	115,7	111,3	107,5	111,4
	Women	7,71	8,48	7,96	8,04	117,4	112,3	108,7	112,8
	Men	6,85	7,57	7,11	7,16	115,5	111,2	107,2	111,2
G	Wholesale and retail trade	7,64	8,59	7,94	8,04	112,4	107,8	104,5	108,2
	Women	7,06	7,96	7,33	7,43	111,7	107,6	105,2	108,2
	Men	8,31	9,33	8,66	8,75	112,8	108,1	103,8	108,3
H	Transportation and storage	7,89	8,39	7,96	8,07	115,0	110,1	107,0	110,7
	Women	7,93	8,56	8,05	8,16	115,9	111,0	107,2	111,3
	Men	7,87	8,34	7,94	8,04	114,7	109,7	106,9	110,4
I	Accommodation and food service activities	6,74	7,37	7,00	7,02	112,5	108,4	102,3	107,5
	Women	6,59	7,19	6,82	6,86	113,0	108,6	103,6	108,5
	Men	6,88	7,54	7,17	7,18	112,1	108,0	101,1	106,8
J	Publishing, broadcasting, and content production and distribution activities	9,11	9,77	9,42	9,42	120,7	112,4	68,2	94,7
	Women	8,60	9,36	9,04	8,99	117,8	111,0	70,0	94,7
	Men	9,58	10,13	9,78	9,82	123,1	113,3	66,9	94,6

K	Telecommunication, computer programming, consulting, computing infrastructure and other information service activities	11,24	12,70	12,64	12,18	113,7	106,5	103,0	107,8
	Women	10,21	11,62	11,47	11,08	113,8	107,9	104,0	108,6
	Men	11,69	13,16	13,14	12,65	113,6	105,9	102,7	107,4
L	Financial and insurance activities	10,33	13,32	11,95	11,82	113,0	114,1	104,2	110,6
	Women	9,42	12,41	10,83	10,83	112,0	115,3	104,8	110,8
	Men	12,11	15,08	14,12	13,73	114,5	112,2	102,8	109,8
M	Real estate activities	7,69	8,68	7,82	8,05	112,3	112,3	104,7	109,7
	Women	7,50	8,49	7,57	7,83	111,9	111,3	104,3	109,1
	Men	7,86	8,84	8,04	8,23	112,6	113,0	105,1	110,3
N	Professional, scientific and technical activities	9,18	10,26	9,64	9,68	114,2	108,1	104,2	108,8
	Women	8,81	9,89	9,29	9,31	115,5	107,5	104,5	109,0
	Men	9,53	10,61	9,96	10,02	113,5	108,7	104,0	108,7
O	Administrative and support service activities	6,65	7,19	6,75	6,85	111,8	107,8	104,5	107,9
	Women	6,55	7,05	6,65	6,75	111,6	107,5	104,6	107,8
	Men	6,71	7,29	6,82	6,93	111,8	108,0	104,6	108,1
P	Public administration and defence; compulsory social security	10,35	11,37	10,40	10,68	111,8	105,9	100,3	105,8
	Women	9,68	10,60	9,68	9,96	113,5	106,5	100,2	106,6
	Men	11,05	12,18	11,15	11,44	110,3	105,5	100,3	105,3
Q	Education	9,23	10,22	9,33	9,57	110,5	104,7	99,9	104,9
	Women	8,99	9,95	9,09	9,32	110,7	105,0	100,2	105,3
	Men	10,14	11,22	10,23	10,51	109,5	103,3	98,5	103,8
R	Human health and social work activities	10,53	11,33	10,43	10,75	111,9	103,9	99,4	105,1
	Women	9,95	10,71	9,86	10,16	111,7	103,9	99,4	105,0
	Men	12,34	13,25	12,19	12,57	112,2	104,2	99,3	105,1
S	Arts, sports and recreation	8,21	9,31	8,43	8,63	113,6	112,0	101,6	109,0
	Women	7,91	8,75	8,04	8,22	113,2	109,6	103,9	108,9
	Men	8,55	9,94	8,86	9,10	114,0	114,4	98,8	108,9
T	Other service activities	6,84	7,43	6,89	7,05	115,0	109,1	105,4	109,8
	Women	6,57	7,13	6,61	6,77	114,7	108,7	105,1	109,5
	Men	7,16	7,79	7,21	7,38	115,1	109,4	105,3	110,0

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			
	I	II	III	I – III	I 2026 I 2025	II 2026 II 2025	III 2026 III 2025	I – III 2026 I – III 2025
Total	11,84	13,17	12,25	12,40	114,2	108,9	104,1	109,1
Women	11,61	13,03	11,95	12,17	113,9	108,4	103,6	108,6
Men	12,03	13,29	12,49	12,58	114,5	109,4	104,4	109,3
A Agriculture, forestry and fishing	10,06	10,62	10,23	10,29	110,1	109,8	107,8	109,2
Women	9,69	10,27	9,91	9,95	114,1	110,8	108,5	111,3
Men	10,20	10,75	10,34	10,42	108,9	109,5	107,5	108,7
B Mining and quarrying	12,11	12,61	12,86	12,53	117,5	105,9	112,3	112,0
Women	12,14	11,63	10,90	11,55	123,1	105,6	100,9	109,8
Men	12,11	12,73	13,10	12,65	116,8	106,1	113,7	112,3
C Manufacturing	10,72	12,43	11,21	11,42	114,9	109,5	106,7	110,3
Women	9,77	12,13	10,20	10,65	115,1	110,7	106,9	110,9
Men	11,17	12,57	11,69	11,79	114,8	109,1	106,5	110,2
D Electricity, gas, steam and air conditioning supply	15,28	15,70	15,94	15,64	117,6	119,0	118,7	118,5
Women	15,19	15,95	16,16	15,76	114,9	120,0	118,6	117,8
Men	15,31	15,63	15,87	15,61	118,5	118,8	118,7	118,8
E Water supply; sewerage, waste management and remediation activities	10,85	11,53	10,85	11,06	115,4	112,7	107,5	111,8
Women	11,11	11,81	11,23	11,37	115,2	113,1	109,3	112,6
Men	10,79	11,45	10,75	10,98	115,5	112,6	107,0	111,7
F Construction	9,58	10,59	9,98	10,04	117,7	113,4	109,4	113,4
Women	10,84	11,91	11,23	11,31	119,0	114,1	110,6	114,6
Men	9,45	10,45	9,84	9,90	117,7	113,3	109,2	113,3
G Wholesale and retail trade	10,62	12,00	11,11	11,22	113,7	109,2	105,9	109,7
Women	9,73	11,01	10,15	10,27	113,3	109,0	106,7	109,7
Men	11,65	13,14	12,22	12,32	113,9	109,3	104,9	109,4
H Transportation and storage	10,98	11,62	11,10	11,22	116,8	111,8	108,9	112,4
Women	11,08	11,92	11,28	11,41	117,5	112,8	109,0	113,1
Men	10,95	11,54	11,05	11,17	116,5	111,6	108,9	112,3
I Accommodation and food service activities	9,28	10,12	9,65	9,67	114,0	110,0	103,2	109,0
Women	9,06	9,84	9,38	9,41	114,8	110,3	104,9	109,9
Men	9,49	10,39	9,91	9,92	113,4	109,7	101,7	108,2
J Publishing, broadcasting, and content production and distribution activities	13,10	13,98	13,62	13,55	122,7	113,9	63,0	91,8
Women	12,32	13,39	13,05	12,90	119,4	112,5	64,7	91,9
Men	13,82	14,51	14,14	14,15	125,5	115,1	61,6	91,8
K Telecommunication, computer programming, consulting,	16,36	18,56	18,67	17,84	114,2	107,0	103,8	108,4

	computing infrastructure and other information service activities								
	Women	14,83	16,98	16,93	16,22	114,5	108,8	104,9	109,4
	Men	17,02	19,23	19,42	18,54	114,2	106,4	103,4	108,0
L	Financial and insurance activities	14,80	19,51	17,45	17,17	113,8	115,6	105,1	111,6
	Women	13,38	18,09	15,69	15,63	112,4	116,9	105,7	111,9
	Men	17,57	22,24	20,88	20,16	115,4	113,5	103,8	110,8
M	Real estate activities	10,79	12,25	11,01	11,33	113,2	114,5	106,4	111,4
	Women	10,51	11,97	10,63	11,01	112,9	113,2	105,9	110,7
	Men	11,03	12,47	11,33	11,59	113,6	115,5	106,8	112,0
N	Professional, scientific and technical activities	13,11	14,70	13,86	13,87	115,4	109,1	105,3	109,9
	Women	12,57	14,19	13,39	13,36	116,5	108,3	105,8	110,1
	Men	13,61	15,18	14,30	14,34	114,5	109,9	105,0	109,8
O	Administrative and support service activities	9,17	9,88	9,33	9,45	113,2	109,4	106,4	109,6
	Women	9,01	9,63	9,17	9,26	112,9	109,1	106,6	109,5
	Men	9,28	10,06	9,45	9,58	113,3	109,6	106,2	109,6
P	Public administration and defence; compulsory social security	14,54	15,87	14,50	14,94	113,4	106,0	100,1	106,5
	Women	13,67	14,94	13,63	14,05	114,6	107,3	100,7	107,4
	Men	15,45	16,84	15,42	15,88	112,4	105,1	99,7	105,7
Q	Education	12,82	14,19	12,94	13,29	111,3	105,1	100,4	105,6
	Women	12,48	13,80	12,59	12,93	111,7	105,5	100,8	106,0
	Men	14,16	15,66	14,27	14,67	110,2	103,6	99,0	104,2
R	Human health and social work activities	14,95	16,03	14,76	15,22	112,8	104,5	99,8	105,6
	Women	14,04	15,06	13,87	14,30	112,7	104,4	99,8	105,5
	Men	17,76	19,00	17,49	18,05	113,0	104,7	99,6	105,6
S	Arts, sports and recreation	11,51	13,10	11,85	12,12	114,8	113,6	102,2	110,0
	Women	11,07	12,26	11,26	11,51	114,4	111,1	104,9	110,1
	Men	12,01	14,05	12,51	12,82	115,0	116,1	99,0	109,8
T	Other service activities	9,39	10,17	9,45	9,66	116,6	110,8	107,0	111,5
	Women	9,00	9,73	9,06	9,26	116,6	110,4	107,0	111,4
	Men	9,85	10,69	9,93	10,14	116,7	111,0	107,1	111,6

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.

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 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 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 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
NKD 2025 National Classification of Activities, 2025 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

Persons responsible:

Mario Vlačević, 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