

## First Release

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

The average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia for June 2025 amounted to **1 444 euro**, which represented a nominal decrease of 0.5% and a real one of 0.7%, as compared to May 2025.

The average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia for June 2025 amounted to **2 008 euro**, which represented a nominal decrease of 0.5% and a real one of 0.7%, as compared to May 2025.

The highest average monthly paid net earnings per person in paid employment in legal entities for June 2025 were paid in the activity Air transport and amounted to **2 279 euro**, while the lowest earnings were paid in the activity Manufacture of wearing apparel and amounted to **926 euro**.

The highest average monthly gross earnings per person in paid employment in legal entities for June 2025 were paid in the activity Air transport and amounted to **3 317 euro**, while the lowest earnings were paid in the activity Manufacture of wearing apparel and amounted to **1 212 euro**.

The average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia for June 2025 were **9.8%** higher in nominal terms and **5.9%** 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 June 2025 were **10.4%** higher in nominal terms and **6.5%** higher in real terms, as compared to the same month of the previous year.

In the period from January to June 2025, the average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 1 432 euro, which represented a nominal increase of 10.4% and a real one of 6.7%, as compared to the same period of 2024.

In the period from January to June 2025, the average monthly paid gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 1 988 euro, which represented a nominal increase of 11.2% and a real one of 7.4%, as compared to the same period of 2024.

In June 2025, there were 165 paid hours on average, which was a decrease of 5.2%, as compared to May 2025. The highest number of paid hours was recorded in the activity Mining support service activities (175) and the lowest one in the Services to buildings and landscape activities (147).

The average monthly paid net earnings per hour for June 2025 amounted to 8.45 euro, which was 4.2% higher than in May 2025. As compared to the same month of the previous year, they increased by 5.1%.

The average monthly gross earnings per hour for June 2025 amounted to 11.75 euro, which was 4.2% higher than in May 2025. As compared to the same month of the previous year, they increased by 5.8%.

Median net earnings for June 2025 amounted to **1 233 euro**, which was 0.2% lower than in May 2025. As compared to the same month of the previous year, they increased by **11.5%**.

Median gross earnings for June 2025 amounted to **1 683 euro**, which was 0.2% lower than in May 2025. As compared to the same month of the previous year, they increased by **12.3%**.

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

1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR JUNE 2025

	VI 2025	I – VI 2025	Indices		
			<u>VI 2025</u> V 2025	<u>VI 2025</u> VI 2024	<u>I – VI 2025</u> I – VI 2024
Net earnings					
Average monthly paid net earnings per employee, euro	1 444	1 432	99,5	109,8	110,4
Real net earnings per employee			99,3	105,9	106,7
Gross earnings					
Average monthly gross earnings per employee, euro	2 008	1 988	99,5	110,4	111,2
Real gross earnings per employee			99,3	106,5	107,4
Net earnings per hour					
Average paid net earnings per hour, euro	8,45	8,20	104,2	105,1	111,1
Real net earnings per hour			104,0	101,4	107,3
Gross earnings per hour					
Average monthly gross earnings per hour, euro	11,75	11,39	104,2	105,8	112,0
Real gross earnings per hour			104,0	102,0	108,2

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

	VI 2025	
	Net earnings, euro	Gross earnings, euro
First (lower) quartile	942	1 222
Second quartile (median)	1 233	1 683
Third (upper) quartile	1 667	2 319
Fourth quartile	z	z

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

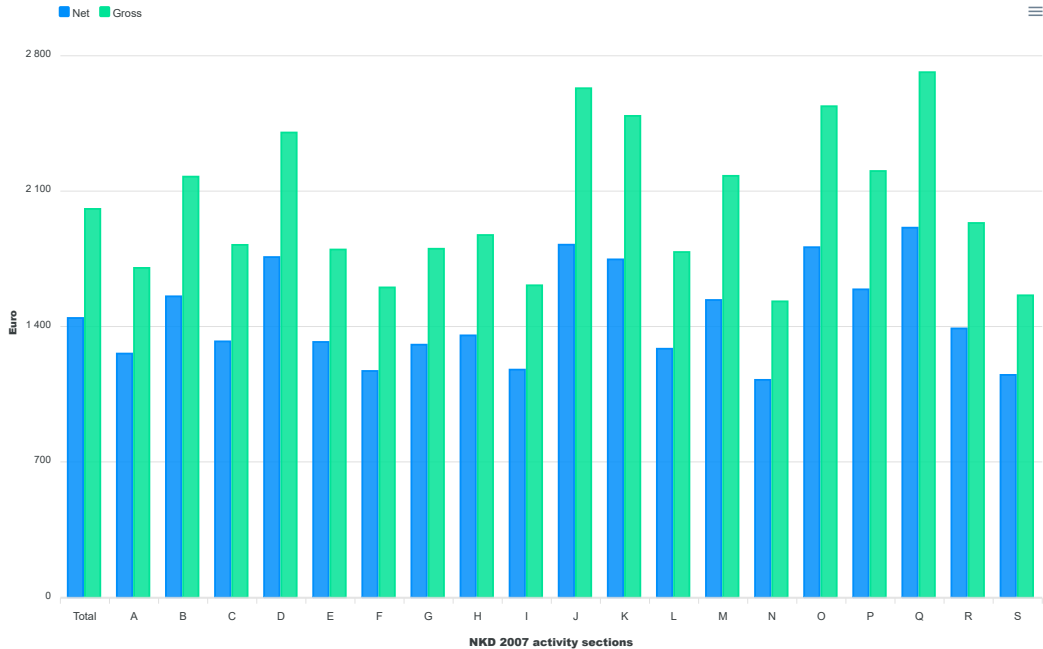
	VI 2025	
	Net earnings, euro	Gross earnings, euro
First decile	816	1 038
Second decile	896	1 169
Third decile	994	1 305
Fourth decile	1 102	1 478
Fifth decile (median)	1 233	1 683
Sixth decile	1 390	1 912
Seventh decile	1 563	2 171
Eighth decile	1 792	2 511
Ninth decile	2 214	3 165
Tenth decile	z	z

4 PAID OFF NON-TAXABLE INCOMES, ACCORDING TO NKD 2007<sup>1)</sup>, JUNE 2025

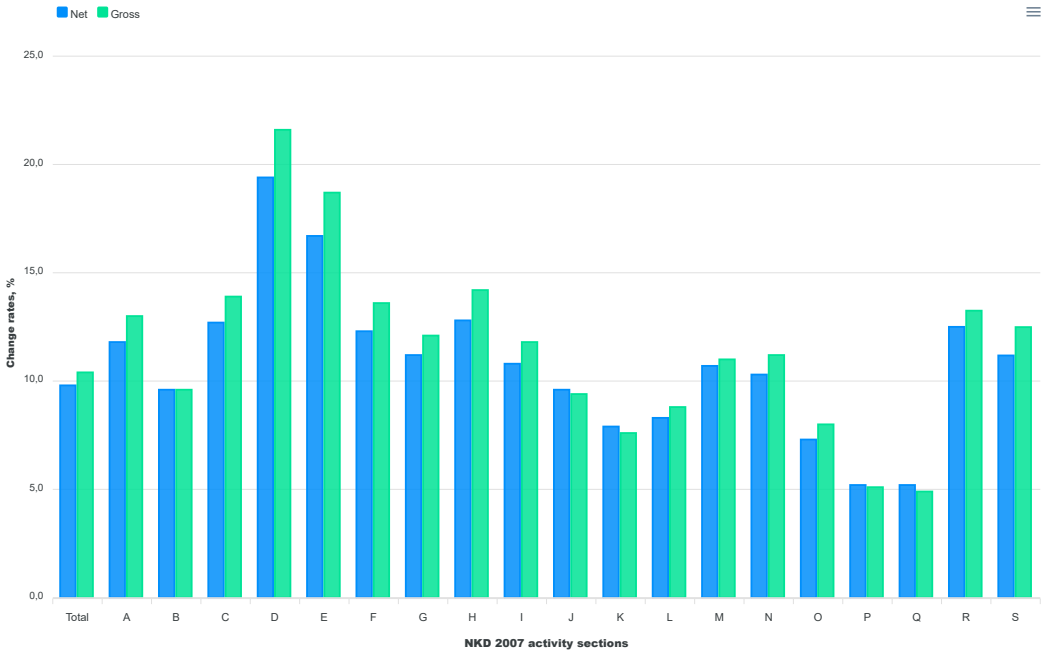
		VI 2025	
		Average non-taxable income by number of receivers, euro	Average non-taxable income by number of persons in employment who received earnings, euro
	Total	263	213
A	Agriculture, forestry and fishing	452	399
B	Mining and quarrying	375	333
C	Manufacturing	215	178
D	Electricity, gas, steam and air conditioning supply	414	402
E	Water supply; sewerage, waste management and remediation activities	235	210
F	Construction	195	122
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	258	214
H	Transportation and storage	257	215
I	Accommodation and food service activities	257	195
J	Information and communication	255	202
K	Financial and insurance activities	333	311
L	Real estate activities	263	160
M	Professional, scientific and technical activities	236	162
N	Administrative and support service activities	210	159
O	Public administration and defence; compulsory social security	302	283
P	Education	301	274
Q	Human health and social work activities	289	229
R	Arts, entertainment and recreation	285	236
S	Other service activities	218	108

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.

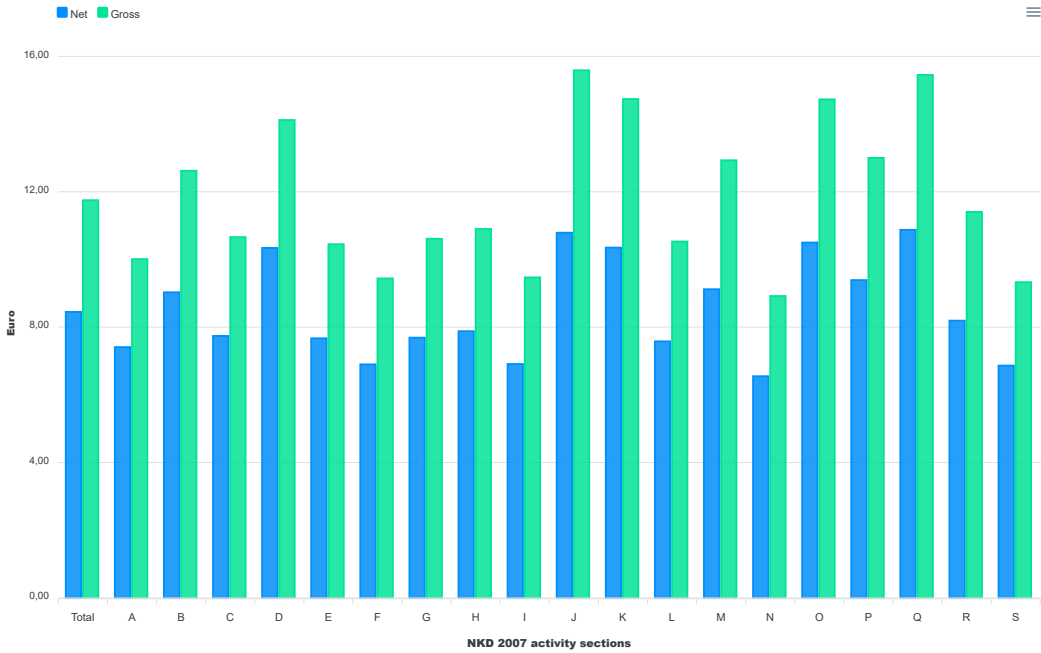
G-1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR JUNE 2025, ACCORDING TO NKD 2007



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



G-3 AVERAGE MONTHLY NET AND GROSS EARNINGS PER PAID HOUR FOR JUNE 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 2025<sup>1)</sup>, ACCORDING TO NKD 2007

		Average paid net earnings per person in employment, euro				Indices of change in average monthly paid net earnings according to payments for month					
		For month				Nominal			Real		
		IV	V	VI	I – VI	$\frac{VI\ 2025}{V\ 2025}$	$\frac{VI\ 2025}{VI\ 2024}$	$\frac{I - VI\ 2025}{I - VI\ 2024}$	$\frac{VI\ 2025}{V\ 2025}$	$\frac{VI\ 2025}{VI\ 2024}$	$\frac{I - VI\ 2025}{I - VI\ 2024}$
O	Public administration and defence; compulsory social security	1 790	1 805	1 810	1 781	100,3	107,3	110,1	100,1	103,5	106,4
84	Public administration and defence; compulsory social security	1 790	1 805	1 810	1 781	100,3	107,3	110,1	100,1	103,5	106,4
84.1	Administration of the State and the economic and social policy of the community	1 730	1 747	1 744	1 723	99,8	110,3	110,9	99,6	106,4	107,1
84.2	Provision of services to the community as a whole	1 876	1 892	1 905	1 864	100,7	105,7	110,0	100,5	101,9	106,3
84.3	Compulsory social security activities	1 474	1 471	1 471	1 465	100,0	103,5	108,1	99,8	99,8	104,4
P	Education	1 592	1 603	1 592	1 587	99,3	105,2	110,4	99,1	101,4	106,7
85	Education	1 592	1 603	1 592	1 587	99,3	105,2	110,4	99,1	101,4	106,7
85.1	Pre-primary education	1 341	1 342	1 347	1 328	100,4	121,5	123,5	100,2	117,2	119,3
85.2	Primary education	1 578	1 589	1 564	1 571	98,4	101,6	108,0	98,2	98,0	104,3
85.3	Secondary education	1 586	1 620	1 577	1 592	97,3	102,5	108,1	97,1	98,8	104,4
85.4	Higher education	2 130	2 127	2 182	2 122	102,6	102,7	107,7	102,4	99,0	104,1
85.5	Other education	1 184	1 192	1 165	1 170	97,7	114,7	114,7	97,5	110,6	110,8
85.6	Educational support activities	1 574	1 616	1 592	1 583	98,5	101,1	107,7	98,3	97,5	104,1
Q	Human health and social work activities	1 855	1 885	1 911	1 853	101,4	105,2	109,3	101,2	101,4	105,6
86	Human health activities	2 020	2 055	2 091	2 019	101,8	105,6	110,5	101,6	101,8	106,8
86.1	Hospital activities	2 129	2 177	2 216	2 133	101,8	105,0	110,6	101,6	101,3	106,9
86.2	Medical and dental practice activities	1 807	1 813	1 835	1 798	101,2	107,4	111,0	101,0	103,6	107,2
86.9	Other human health activities	1 840	1 874	1 922	1 838	102,6	106,2	109,7	102,4	102,4	106,0
87	Residential care activities	1 353	1 369	1 374	1 342	100,4	107,6	111,2	100,2	103,8	107,4
87.1	Residential nursing care activities	1 289	1 324	1 312	1 280	99,1	107,4	110,7	98,9	103,6	107,0
87.2	Residential care activities for mental retardation, mental health and substance abuse	1 463	1 468	1 472	1 448	100,3	106,1	110,2	100,1	102,3	106,5
87.3	Residential care activities for the elderly and disabled	1 257	1 273	1 284	1 251	100,9	108,9	111,9	100,7	105,0	108,1
87.9	Other residential care activities	1 571	1 590	1 590	1 560	100,0	105,2	110,2	99,8	101,4	106,5
88	Social work activities without accommodation	1 089	1 096	1 094	1 088	99,8	108,2	104,7	99,6	104,3	101,2
88.1	Social work activities without accommodation for the elderly and disabled	1 380	1 380	1 360	1 371	98,6	108,5	108,5	98,4	104,6	104,8
88.9	Other social work activities without accommodation	1 060	1 067	1 067	1 058	100,0	108,8	105,0	99,8	104,9	101,4

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 2025<sup>1)</sup>, ACCORDING TO NKD 2007

		Average gross earnings per person in employment, euro				Indices of change in average monthly gross earnings according to payments for month					
		For month				Nominal			Real		
		IV	V	VI	I – VI	VI 2025 V 2025	VI 2025 VI 2024	I – VI 2025 I – VI 2024	VI 2025 V 2025	VI 2025 VI 2024	I – VI 2025 I – VI 2024
O	Public administration and defence; compulsory social security	2 500	2 528	2 539	2 485	100,4	108,0	111,2	100,2	104,1	107,4
84	Public administration and defence; compulsory social security	2 500	2 528	2 539	2 485	100,4	108,0	111,2	100,2	104,1	107,4
84.1	Administration of the State and the economic and social policy of the community	2 418	2 449	2 448	2 410	100,0	110,4	111,3	99,8	106,5	107,5
84.2	Provision of services to the community as a whole	2 621	2 649	2 672	2 599	100,9	106,8	111,6	100,7	103,0	107,8
84.3	Compulsory social security activities	2 050	2 046	2 048	2 038	100,1	102,9	108,2	99,9	99,2	104,5
P	Education	2 199	2 218	2 204	2 192	99,4	105,1	111,0	99,2	101,4	107,2
85	Education	2 199	2 218	2 204	2 192	99,4	105,1	111,0	99,2	101,4	107,2
85.1	Pre-primary education	1 849	1 852	1 861	1 830	100,5	124,0	126,5	100,3	119,6	122,2
85.2	Primary education	2 124	2 144	2 109	2 116	98,4	101,3	108,5	98,2	97,7	104,8
85.3	Secondary education	2 236	2 289	2 221	2 246	97,0	101,8	108,1	96,8	98,2	104,4
85.4	Higher education	3 050	3 045	3 141	3 039	103,2	102,0	107,7	103,0	98,4	104,1
85.5	Other education	1 622	1 634	1 591	1 600	97,4	116,2	116,4	97,2	112,1	112,5
85.6	Educational support activities	2 209	2 283	2 249	2 229	98,5	100,8	108,6	98,3	97,2	104,9
Q	Human health and social work activities	2 616	2 669	2 715	2 616	101,7	104,9	109,4	101,5	101,2	105,7
86	Human health activities	2 871	2 933	2 994	2 874	102,1	105,1	110,7	101,9	101,4	107,0
86.1	Hospital activities	3 039	3 121	3 189	3 049	102,2	104,5	110,7	102,0	100,8	107,0
86.2	Medical and dental practice activities	2 557	2 569	2 608	2 545	101,5	107,5	111,6	101,3	103,7	107,8
86.9	Other human health activities	2 567	2 631	2 699	2 566	102,6	105,7	109,7	102,4	101,9	106,0
87	Residential care activities	1 837	1 865	1 876	1 823	100,6	107,8	112,4	100,4	104,0	108,6
87.1	Residential nursing care activities	1 739	1 800	1 780	1 727	98,9	106,8	111,2	98,7	103,0	107,4
87.2	Residential care activities for mental retardation, mental health and substance abuse	1 977	1 990	1 998	1 957	100,4	106,3	111,3	100,2	102,5	107,5
87.3	Residential care activities for the elderly and disabled	1 702	1 729	1 748	1 692	101,1	109,4	113,3	100,9	105,5	109,5
87.9	Other residential care activities	2 174	2 204	2 205	2 156	100,0	105,0	110,9	99,8	101,3	107,1
88	Social work activities without accommodation	1 443	1 453	1 450	1 440	99,8	109,3	105,2	99,6	105,4	101,6
88.1	Social work activities without accommodation for the elderly and disabled	1 894	1 891	1 866	1 882	98,7	108,6	108,6	98,5	104,7	104,9
88.9	Other social work activities without accommodation	1 398	1 408	1 407	1 395	99,9	110,1	105,8	99,7	106,2	102,2

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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