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# AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT, BY SEX, THIRD QUARTER OF 2024

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 2007 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 third quarter of 2024 amounted to 1 294 euro for women and to 1 343 euro for men.

Compared to the same period of the previous year, the average net earnings increased by 16.3% for women and by 13.0% for men. The greatest increase in the average net earnings for women was recorded in Education, of 23.1%, while for men it was recorded in Public administration and defence; compulsory social security, of 24.6%.

In the third quarter of 2024, women had the highest net earnings in the Human health and social work activities, which amounted to 1 656 euro, and the lowest net earnings in Other service activities, which amounted to 978 euro. The highest average net earnings for men were recorded in Human health and social work activities, 2 118 euro, while the lowest net earnings were recorded in Construction, 1 046 euro.

The average monthly gross earnings per person in employment in the third quarter of 2024 amounted to 1 794 euro for women and to 1 859 euro for men.

Compared to the same period of the previous year, the average gross earnings increased by 16.6% for women and by 12.9% for men. The greatest increase in the average gross earnings for women was recorded in Education, of 24.4%, while for men it was recorded in Public administration and defence; compulsory social security, of 26.1%.

In the third quarter of 2024, women had the highest average gross earnings in the Human health and social work activities, which amounted to 2 337 euro, and the lowest gross earnings in Other service activities, which amounted to 1 307 euro. The highest average gross earnings for men were recorded in Human health and social work activities, 3 058 euro, while the lowest gross earnings were recorded in Construction, 1 414 euro.

In the third quarter of 2024, women had 174 paid hours on average and men 175 paid hours on average. The average monthly paid net earnings per hour in the third quarter of 2024 amounted to 7.27 euro for women and to 7.50 euro for men. The average monthly gross earnings per hour in the third quarter of 2024 amounted to 10.07 euro for women and to 10.39 euro for men.

In the third quarter of 2024, women had higher average gross earnings per hour than men in three activity sections, ranging from 11.8% 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 sixteen activity sections, ranging from 22.0% in Financial and insurance activities to 1.3% in Transportation and storage.

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

1 AVERAGE MONTHLY PAID NET EARNINGS PER PERSON IN EMPLOYMENT IN  
LEGAL ENTITIES, ACCORDING TO NKD 2007<sup>1)</sup> 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			
	VII	VIII	IX	VII – IX	<u>VII 2024</u> VII 2023	<u>VIII 2024</u> VIII 2023	<u>IX 2024</u> IX 2023	<u>VII – IX 2024</u> VII – IX 2023
Total	1 315	1 324	1 322	1 320	115,2	113,8	114,4	114,5
Women	1 284	1 296	1 302	1 294	116,6	115,8	116,4	116,3
Men	1 340	1 348	1 340	1 343	113,9	112,2	112,8	113,0
A Agriculture, forestry and fishing	1 206	1 184	1 145	1 178	118,5	112,9	112,3	114,5
Women	1 099	1 106	1 085	1 097	117,5	113,8	114,9	115,5
Men	1 245	1 212	1 166	1 207	118,7	112,4	111,3	114,1
B Mining and quarrying	1 288	1 319	1 307	1 305	108,8	106,9	111,7	109,1
Women	1 267	1 217	1 223	1 236	118,4	111,5	113,2	114,3
Men	1 291	1 332	1 317	1 314	107,7	106,4	111,4	108,5
C Manufacturing	1 195	1 197	1 197	1 196	113,9	112,3	112,4	112,8
Women	1 082	1 078	1 082	1 081	115,1	113,7	114,3	114,4
Men	1 250	1 256	1 253	1 253	113,2	111,6	111,6	112,1
D Electricity, gas, steam and air conditioning supply	1 557	1 603	1 535	1 565	121,4	113,0	116,2	116,7
Women	1 542	1 544	1 525	1 537	124,1	110,5	116,6	116,8
Men	1 562	1 620	1 538	1 573	120,7	113,8	116,1	116,7
E Water supply; sewerage, waste management and remediation activities	1 192	1 193	1 162	1 182	117,0	112,7	114,0	114,5
Women	1 179	1 172	1 159	1 170	117,1	112,4	114,4	114,6
Men	1 195	1 199	1 163	1 186	116,9	112,8	114,0	114,6
F Construction	1 067	1 050	1 049	1 055	113,4	110,4	109,7	111,2
Women	1 140	1 138	1 136	1 138	112,1	110,3	110,2	110,8
Men	1 059	1 040	1 040	1 046	113,5	110,4	109,7	111,2
G Wholesale and retail trade; repair of motor vehicles and motorcycles	1 170	1 173	1 188	1 177	113,6	112,0	113,7	113,2
Women	1 086	1 091	1 109	1 096	114,4	113,5	114,9	114,4
Men	1 269	1 268	1 279	1 272	112,6	110,5	112,4	111,8
H Transportation and storage	1 229	1 247	1 206	1 227	113,3	110,7	111,0	111,6
Women	1 197	1 203	1 182	1 194	113,5	111,1	112,1	112,2
Men	1 239	1 260	1 213	1 237	113,4	110,5	110,7	111,4
I Accommodation and food service activities	1 060	1 076	1 067	1 068	111,0	111,0	110,8	111,0
Women	1 028	1 041	1 038	1 036	112,6	111,6	112,3	112,1
Men	1 092	1 110	1 096	1 100	109,5	110,4	109,4	109,9
J Information and communication	1 674	1 678	1 682	1 678	107,9	106,9	107,1	107,3
Women	1 495	1 510	1 508	1 504	107,7	107,4	107,4	107,5
Men	1 766	1 763	1 770	1 766	108,1	106,7	107,1	107,2
K Financial and insurance activities	1 599	1 582	1 625	1 602	110,6	103,7	111,0	108,4
Women	1 466	1 455	1 502	1 474	111,9	107,2	111,6	110,2
Men	1 870	1 843	1 874	1 862	108,4	98,6	110,1	105,5

L	Real estate activities	1 182	1 187	1 188	1 186	112,4	109,9	111,1	111,2
	Women	1 137	1 145	1 142	1 141	112,7	110,5	111,4	111,5
	Men	1 221	1 225	1 227	1 224	111,9	109,6	110,8	110,8
M	Professional, scientific and technical activities	1 413	1 394	1 411	1 406	113,5	111,9	112,8	112,8
	Women	1 340	1 324	1 337	1 334	113,8	112,3	113,1	113,1
	Men	1 480	1 459	1 480	1 473	113,3	111,5	112,6	112,5
N	Administrative and support service activities	1 042	1 033	1 023	1 033	112,5	112,0	112,4	112,4
	Women	1 023	1 012	1 002	1 012	112,9	111,7	113,0	112,4
	Men	1 056	1 049	1 038	1 048	112,3	112,4	112,0	112,3
O	Public administration and defence; compulsory social security	1 665	1 694	1 683	1 681	121,7	119,5	120,9	120,8
	Women	1 526	1 535	1 540	1 534	118,8	115,9	117,3	117,4
	Men	1 813	1 864	1 833	1 836	125,1	123,8	125,0	124,6
P	Education	1 479	1 498	1 525	1 501	123,3	123,0	122,0	122,7
	Women	1 430	1 447	1 475	1 451	123,5	123,1	122,6	123,1
	Men	1 664	1 691	1 719	1 692	123,0	122,9	120,4	122,1
Q	Human health and social work activities	1 739	1 806	1 749	1 765	120,3	123,9	121,5	121,9
	Women	1 633	1 691	1 642	1 656	120,3	123,3	121,2	121,7
	Men	2 086	2 178	2 091	2 118	120,6	125,5	122,2	122,8
R	Arts, entertainment and recreation	1 239	1 254	1 282	1 258	116,3	117,6	117,9	117,2
	Women	1 187	1 202	1 237	1 208	117,5	119,1	118,8	118,4
	Men	1 300	1 315	1 335	1 317	114,8	115,8	116,8	115,8
S	Other service activities	1 035	1 035	1 042	1 037	110,0	108,5	109,0	109,2
	Women	975	977	982	978	108,3	106,8	107,7	107,6
	Men	1 143	1 142	1 153	1 146	113,7	112,8	112,8	113,1

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, euro				Nominal indices of change in average monthly gross earnings according to payments for month			
	VII	VIII	IX	VII – IX	VII 2024 VII 2023	VIII 2024 VIII 2023	IX 2024 IX 2023	VII – IX 2024 VII – IX 2023
Total	1 821	1 838	1 829	1 829	115,3	113,9	114,6	114,5
Women	1 781	1 801	1 801	1 794	116,9	116,1	116,8	116,6
Men	1 856	1 869	1 852	1 859	113,9	112,1	112,8	112,9
A Agriculture, forestry and fishing	1 627	1 596	1 535	1 586	118,8	112,4	112,0	114,1
Women	1 484	1 496	1 461	1 481	117,9	113,6	114,8	115,4
Men	1 679	1 631	1 562	1 624	119,0	111,8	111,0	114,0
B Mining and quarrying	1 775	1 826	1 801	1 801	108,6	106,4	111,8	108,7
Women	1 781	1 697	1 703	1 726	119,4	111,4	113,3	114,6
Men	1 774	1 843	1 813	1 810	107,4	105,9	111,6	108,3
C Manufacturing	1 631	1 639	1 634	1 635	113,9	112,3	112,4	112,8
Women	1 466	1 463	1 465	1 465	115,0	113,5	114,1	114,3
Men	1 712	1 726	1 715	1 718	113,3	111,6	111,5	112,1
D Electricity, gas, steam and air conditioning supply	2 208	2 185	2 072	2 155	122,5	113,8	117,5	117,8
Women	2 214	2 136	2 107	2 152	125,3	110,6	118,1	117,7
Men	2 206	2 200	2 061	2 156	121,7	114,8	117,3	117,9
E Water supply; sewerage, waste management and remediation activities	1 614	1 618	1 568	1 600	117,6	112,8	114,4	115,3
Women	1 613	1 604	1 582	1 600	117,7	112,3	114,6	114,9
Men	1 615	1 621	1 564	1 600	117,7	113,0	114,3	114,9
F Construction	1 448	1 422	1 421	1 430	113,0	109,6	108,9	110,5
Women	1 576	1 573	1 568	1 572	111,3	109,2	109,0	109,9
Men	1 434	1 405	1 404	1 414	113,3	109,6	108,8	110,5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	1 602	1 607	1 631	1 613	113,4	111,6	113,5	112,8
Women	1 470	1 480	1 508	1 486	114,1	113,1	114,8	114,0
Men	1 756	1 755	1 773	1 761	112,4	110,0	112,1	111,5
H Transportation and storage	1 685	1 715	1 647	1 682	113,1	110,3	110,5	111,7
Women	1 650	1 661	1 623	1 645	113,3	110,8	111,9	112,0
Men	1 696	1 732	1 654	1 694	113,1	110,2	110,1	111,2
I Accommodation and food service activities	1 440	1 467	1 450	1 452	110,1	110,3	110,0	110,2
Women	1 389	1 414	1 404	1 402	111,7	110,9	111,6	111,4
Men	1 490	1 520	1 496	1 502	108,5	109,7	108,4	108,8
J Information and communication	2 424	2 425	2 432	2 427	107,2	106,0	106,4	106,6
Women	2 155	2 175	2 170	2 167	106,9	106,7	106,7	106,7
Men	2 561	2 551	2 564	2 559	107,3	105,7	106,3	106,4
K Financial and insurance activities	2 278	2 253	2 321	2 284	110,1	102,5	110,9	107,7
Women	2 075	2 058	2 132	2 088	111,8	106,3	111,5	109,8

	Men	2 694	2 653	2 703	2 683	107,6	96,9	109,9	104,5
L	Real estate activities	1 635	1 645	1 640	1 640	111,5	108,8	109,9	110,2
	Women	1 569	1 583	1 573	1 575	111,9	109,4	110,2	110,4
	Men	1 694	1 700	1 698	1 697	111,1	108,3	109,6	109,6
M	Professional, scientific and technical activities	2 000	1 974	1 997	1 991	113,3	111,6	112,6	112,4
	Women	1 896	1 872	1 887	1 885	113,6	112,0	112,9	112,9
	Men	2 097	2 068	2 098	2 088	113,1	111,2	112,5	112,3
N	Administrative and support service activities	1 414	1 401	1 381	1 398	111,8	111,2	111,4	111,5
	Women	1 384	1 367	1 346	1 366	112,2	110,7	111,9	111,6
	Men	1 435	1 425	1 407	1 423	111,4	111,5	111,0	111,3
O	Public administration and defence; compulsory social security	2 313	2 365	2 340	2 340	122,8	120,6	122,5	122,0
	Women	2 142	2 163	2 163	2 156	119,8	116,6	118,3	118,2
	Men	2 495	2 581	2 527	2 534	126,4	125,0	127,0	126,1
P	Education	2 071	2 107	2 112	2 097	124,5	124,3	123,4	124,1
	Women	1 999	2 030	2 036	2 021	124,7	124,6	124,1	124,4
	Men	2 344	2 399	2 403	2 382	124,0	123,9	121,6	123,1
Q	Human health and social work activities	2 469	2 578	2 476	2 508	121,3	125,6	122,9	123,3
	Women	2 303	2 398	2 311	2 337	121,3	125,0	122,8	123,1
	Men	3 008	3 158	3 008	3 058	121,4	127,1	123,7	124,1
R	Arts, entertainment and recreation	1 714	1 741	1 780	1 745	116,4	118,0	118,7	117,8
	Women	1 638	1 664	1 713	1 672	117,8	119,9	119,6	119,2
	Men	1 804	1 832	1 858	1 831	114,7	115,9	117,4	116,0
S	Other service activities	1 391	1 394	1 401	1 395	108,8	107,3	107,7	108,0
	Women	1 302	1 306	1 312	1 307	106,8	105,0	106,0	105,9
	Men	1 552	1 554	1 569	1 558	113,5	112,6	112,6	112,8

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 NET EARNINGS PER PAID HOUR IN LEGAL ENTITIES, ACCORDING TO NKD 2007<sup>1)</sup> 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			
	VII	VIII	IX	VII – IX	<u>VII 2024</u> VII 2023	<u>VIII 2024</u> VIII 2023	<u>IX 2024</u> IX 2023	<u>VII – IX 2024</u> VII – IX 2023
Total	7,07	7,39	7,75	7,39	106,3	118,2	114,8	113,0
Women	6,93	7,26	7,65	7,27	107,8	120,4	117,0	115,0
Men	7,19	7,51	7,84	7,50	105,3	116,8	113,3	111,6
A Agriculture, forestry and fishing	6,53	6,65	6,76	6,64	109,2	117,5	112,7	113,1
Women	5,96	6,22	6,41	6,19	109,0	118,7	115,5	114,2
Men	6,73	6,80	6,89	6,81	109,3	116,8	111,7	112,7
B Mining and quarrying	6,91	7,32	7,63	7,29	100,9	109,3	111,9	107,4
Women	6,85	6,86	7,25	6,98	108,7	116,3	113,8	112,9
Men	6,91	7,38	7,67	7,32	99,9	108,5	111,6	106,7
C Manufacturing	6,41	6,69	7,00	6,69	105,3	117,0	113,1	111,7
Women	5,83	6,05	6,36	6,07	106,6	118,4	115,2	113,2
Men	6,69	7,01	7,31	6,99	104,5	116,3	112,1	110,8
D Electricity, gas, steam and air conditioning supply	8,39	9,02	9,03	8,80	112,8	118,2	116,1	115,5
Women	8,38	8,76	9,04	8,72	113,7	115,4	116,3	115,0
Men	8,39	9,09	9,03	8,83	112,5	118,8	115,9	115,7
E Water supply; sewerage, waste management and remediation activities	6,36	6,60	6,78	6,57	108,3	117,0	114,7	113,3
Women	6,36	6,58	6,83	6,58	107,8	117,1	114,6	113,1
Men	6,36	6,61	6,77	6,57	108,5	117,2	114,7	113,3
F Construction	5,75	5,91	6,19	5,95	104,2	115,2	110,1	109,8
Women	6,19	6,44	6,73	6,45	102,8	114,8	110,3	109,3
Men	5,71	5,85	6,13	5,89	104,4	115,2	110,1	109,7
G Wholesale and retail trade; repair of motor vehicles and motorcycles	6,33	6,56	7,01	6,62	105,3	115,9	114,7	111,8
Women	5,89	6,10	6,55	6,17	106,7	117,1	116,3	113,2
Men	6,85	7,10	7,54	7,15	103,9	114,7	112,9	110,3
H Transportation and storage	6,57	6,92	7,02	6,83	104,8	115,1	111,3	110,3
Women	6,47	6,77	6,97	6,73	104,4	115,7	112,4	110,7
Men	6,60	6,97	7,03	6,86	104,9	115,0	110,9	110,1
I Accommodation and food service activities	5,73	6,00	6,26	5,98	103,2	114,9	111,8	109,7
Women	5,56	5,82	6,09	5,81	104,7	115,7	113,2	111,1
Men	5,90	6,19	6,43	6,16	101,9	114,2	110,3	108,6
J Information and communication	9,05	9,48	9,95	9,48	98,8	111,7	107,2	105,7
Women	8,10	8,55	8,94	8,52	98,7	112,2	107,5	106,0
Men	9,54	9,95	10,46	9,97	99,0	111,4	107,2	105,7
K Financial and insurance activities	8,66	8,96	9,64	9,07	101,2	108,3	111,1	106,8

	Women	7,95	8,24	8,91	8,35	102,4	111,8	111,5	108,6
	Men	10,12	10,42	11,09	10,53	99,3	102,9	110,1	103,9
L	Real estate activities	6,39	6,69	7,02	6,69	102,9	114,4	111,3	109,3
	Women	6,16	6,45	6,76	6,45	103,5	114,6	111,7	109,9
	Men	6,60	6,89	7,25	6,91	102,6	114,1	111,0	109,2
M	Professional, scientific and technical activities	7,65	7,89	8,36	7,96	103,9	116,7	112,8	111,2
	Women	7,26	7,50	7,93	7,55	104,0	117,2	113,3	111,4
	Men	8,01	8,25	8,76	8,33	103,9	116,4	112,7	110,9
N	Administrative and support service activities	5,58	5,74	5,96	5,75	104,5	116,7	112,9	111,2
	Women	5,50	5,64	5,86	5,66	104,8	116,3	113,3	111,4
	Men	5,64	5,81	6,03	5,82	104,4	116,9	112,5	111,1
O	Public administration and defence; compulsory social security	8,88	9,38	9,78	9,33	112,0	124,4	120,9	119,0
	Women	8,19	8,60	9,03	8,59	108,8	120,8	117,3	115,5
	Men	9,59	10,18	10,56	10,10	115,4	128,2	125,0	122,9
P	Education	8,01	8,47	8,97	8,47	112,8	128,7	122,2	121,0
	Women	7,75	8,19	8,68	8,20	113,0	129,0	122,8	121,5
	Men	9,00	9,52	10,09	9,52	112,6	128,3	121,0	120,4
Q	Human health and social work activities	9,14	9,80	9,99	9,63	111,7	128,3	121,4	120,2
	Women	8,64	9,24	9,45	9,10	111,6	127,8	121,3	120,1
	Men	10,75	11,55	11,69	11,32	112,4	129,5	122,3	121,3
R	Arts, entertainment and recreation	6,72	7,06	7,58	7,11	107,7	122,1	118,8	116,0
	Women	6,46	6,76	7,32	6,83	109,3	123,4	119,8	117,4
	Men	7,04	7,40	7,88	7,43	105,9	120,3	117,4	114,5
S	Other service activities	5,58	5,79	6,13	5,82	101,3	112,4	109,5	107,6
	Women	5,29	5,51	5,82	5,53	99,8	110,9	108,2	106,1
	Men	6,07	6,30	6,69	6,34	104,3	116,7	112,6	111,0

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, euro				Nominal indices of change in average monthly gross earnings according to payments for month			
	VII	VIII	IX	VII – IX	VII 2024	VIII 2024	IX 2024	VII – IX 2024
					VII 2023	VIII 2023	IX 2023	VII – IX 2023
Total	9,79	10,26	10,72	10,24	106,4	118,3	115,0	113,1
Women	9,60	10,08	10,58	10,07	108,0	120,6	117,3	115,1
Men	9,95	10,42	10,83	10,39	105,1	116,7	113,2	111,6
A Agriculture, forestry and fishing	8,80	8,96	9,07	8,94	109,5	116,8	112,5	112,9
Women	8,04	8,42	8,64	8,35	109,1	118,4	115,5	114,2
Men	9,09	9,16	9,22	9,15	109,7	116,2	111,4	112,4
B Mining and quarrying	9,51	10,14	10,51	10,05	100,6	108,9	112,0	107,1
Women	9,63	9,56	10,09	9,75	109,7	116,2	113,8	113,2
Men	9,50	10,21	10,56	10,09	99,6	108,2	111,7	106,4
C Manufacturing	8,75	9,16	9,56	9,14	105,3	116,8	113,0	111,6
Women	7,90	8,21	8,62	8,23	106,6	118,1	115,1	113,2
Men	9,17	9,62	10,01	9,59	104,8	116,2	112,1	110,9
D Electricity, gas, steam and air conditioning supply	11,89	12,29	12,19	12,12	113,7	119,0	117,4	116,7
Women	12,02	12,12	12,49	12,21	114,7	115,5	117,9	116,1
Men	11,85	12,34	12,10	12,09	113,4	119,9	117,1	116,8
E Water supply; sewerage, waste management and remediation activities	8,61	8,95	9,16	8,90	109,0	117,3	115,2	113,8
Women	8,70	9,01	9,33	9,00	108,3	117,0	115,0	113,4
Men	8,59	8,93	9,11	8,87	109,3	117,2	115,2	113,9
F Construction	7,81	8,01	8,38	8,06	103,9	114,4	109,3	109,1
Women	8,55	8,90	9,30	8,91	102,0	113,8	109,2	108,3
Men	7,73	7,91	8,28	7,97	104,0	114,5	109,2	109,2
G Wholesale and retail trade; repair of motor vehicles and motorcycles	8,67	8,99	9,62	9,08	105,1	115,4	114,5	111,5
Women	7,98	8,27	8,90	8,37	106,4	116,6	116,2	113,0
Men	9,47	9,82	10,45	9,90	103,6	114,1	112,7	110,0
H Transportation and storage	9,00	9,52	9,59	9,36	104,5	114,7	110,9	109,9
Women	8,91	9,34	9,57	9,27	104,2	115,5	112,1	110,5
Men	9,03	9,58	9,59	9,39	104,6	114,6	110,5	109,8
I Accommodation and food service activities	7,78	8,19	8,51	8,14	102,2	114,2	111,0	109,0
Women	7,51	7,90	8,24	7,87	103,7	115,0	112,6	110,4
Men	8,05	8,47	8,78	8,42	100,9	113,4	109,5	107,8
J Information and communication	13,11	13,70	14,39	13,71	98,1	110,8	106,5	105,0
Women	11,68	12,31	12,86	12,27	97,9	111,4	106,7	105,2
Men	13,83	14,40	15,15	14,44	98,2	110,4	106,4	104,9
K Financial and insurance activities	12,35	12,76	13,77	12,93	100,9	107,0	111,0	106,2
Women	11,25	11,66	12,65	11,83	102,4	110,9	111,5	108,2

	Men	14,58	15,00	16,00	15,17	98,5	101,1	110,0	103,0
L	Real estate activities	8,84	9,26	9,70	9,26	102,2	113,1	110,1	108,4
	Women	8,50	8,92	9,31	8,90	102,7	113,5	110,4	108,8
	Men	9,15	9,57	10,04	9,57	101,8	112,7	109,7	108,0
M	Professional, scientific and technical activities	10,83	11,17	11,83	11,26	103,6	116,5	112,8	110,8
	Women	10,28	10,60	11,20	10,68	103,9	116,9	113,0	111,3
	Men	11,35	11,69	12,42	11,80	103,6	116,0	112,6	110,6
N	Administrative and support service activities	7,57	7,78	8,05	7,79	103,8	115,6	112,0	110,3
	Women	7,44	7,63	7,88	7,64	104,1	115,4	112,4	110,4
	Men	7,66	7,89	8,18	7,90	103,5	115,9	111,6	110,2
O	Public administration and defence; compulsory social security	12,33	13,09	13,60	12,99	113,0	125,5	122,5	120,3
	Women	11,50	12,12	12,68	12,08	109,6	121,6	118,3	116,4
	Men	13,20	14,10	14,55	13,93	116,6	129,6	127,1	124,3
P	Education	11,22	11,90	12,42	11,83	113,9	129,9	123,7	122,3
	Women	10,83	11,48	11,98	11,42	114,1	130,3	124,3	122,8
	Men	12,67	13,51	14,10	13,41	113,4	129,4	122,1	121,5
Q	Human health and social work activities	12,98	13,98	14,15	13,69	112,7	129,9	123,0	121,7
	Women	12,18	13,10	13,29	12,84	112,6	129,4	122,8	121,4
	Men	15,50	16,74	16,82	16,34	113,2	131,2	123,9	122,6
R	Arts, entertainment and recreation	9,30	9,80	10,52	9,85	107,8	122,5	119,4	116,3
	Women	8,91	9,37	10,14	9,45	109,6	124,1	120,6	117,8
	Men	9,77	10,31	10,97	10,33	105,7	120,6	118,1	114,7
S	Other service activities	7,50	7,80	8,24	7,83	100,4	111,4	108,1	106,4
	Women	7,07	7,36	7,77	7,39	98,5	109,0	106,4	104,5
	Men	8,25	8,58	9,10	8,63	104,2	116,4	112,3	110,9

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 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 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 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

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