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AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT, BY COUNTIES, FOURTH QUARTER OF 2025

Data on average earnings, by counties, 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 and place of permanent/temporary residence.

The average monthly paid net earnings per person in employment in legal entities in the fourth quarter of 2025, compared to the same period of 2024, increased in all counties. The highest increase was recorded in the County of Koprivnica-Križevci, of **11.0%**, and the lowest one in the City of Zagreb, of **8.6%**.

The highest average monthly paid net earnings per person in employment in legal entities in the fourth quarter of 2025 were paid in the City of Zagreb, amounting to **1 697 euro**, while the lowest ones were paid in the County of Virovitica-Podravina, amounting to **1 316 euro**.

The average monthly gross earnings per person in employment in legal entities in the fourth quarter of 2025, compared to the same quarter of 2024, increased in all counties. The highest increase was recorded in the Counties of Koprivnica-Križevci and Virovitica-Podravina, of **12.2%**, and the lowest one in the City of Zagreb, of **8.8%**.

The highest average monthly gross earnings per person in employment in legal entities in the fourth quarter of 2025 were recorded in the City of Zagreb, amounting to **2 458 euro**, and the lowest ones in the County of Virovitica-Podravina, amounting to **1 777 euro**.

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

1 AVERAGE MONTHLY PAID NET EARNINGS PER PERSON IN EMPLOYMENT IN LEGAL ENTITIES, BY COUNTIES

County	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			
	X 2025	XI 2025	XII 2025	X - XII 2025	$\frac{X\ 2025}{X\ 2024}$	$\frac{XI\ 2025}{XI\ 2024}$	$\frac{XII\ 2025}{XII\ 2024}$	$\frac{X - XII\ 2025}{X - XII\ 2024}$
Republic of Croatia	1 470	1 498	1 494	1 487	109,7	109,7	109,8	109,7
Zagreb	1 492	1 530	1 530	1 517	110,4	110,3	110,3	110,3
Krapina-Zagorje	1 441	1 465	1 457	1 454	109,9	110,1	109,8	109,9
Sisak-Moslavina	1 383	1 401	1 409	1 398	110,5	110,8	110,1	110,4
Karlovac	1 463	1 483	1 479	1 475	110,4	109,8	110,1	110,2
Varaždin	1 383	1 406	1 389	1 393	109,8	110,3	110,5	110,2
Koprivnica-Križevci	1 360	1 372	1 369	1 367	111,3	111,4	110,1	111,0
Bjelovar-Bilogora	1 345	1 352	1 359	1 352	110,2	110,2	110,0	110,1
Primorje-Gorski Kotar	1 481	1 504	1 518	1 501	110,0	109,9	110,3	110,1
Lika-Senj	1 365	1 371	1 383	1 373	108,2	109,8	109,2	109,1
Virovitica-Podravina	1 323	1 307	1 316	1 316	111,6	110,4	110,0	110,7
Požega-Slavonia	1 368	1 365	1 369	1 367	111,0	110,7	109,9	110,5
Slavonski Brod-Posavina	1 330	1 339	1 321	1 330	109,2	109,7	108,2	109,0
Zadar	1 389	1 416	1 402	1 402	109,9	110,2	109,3	109,8
Osijek-Baranja	1 398	1 423	1 420	1 414	110,1	111,1	110,1	110,5
Šibenik-Knin	1 396	1 405	1 404	1 402	110,5	110,2	109,3	110,0
Vukovar-Srijem	1 344	1 357	1 349	1 350	110,8	111,0	110,0	110,7
Split-Dalmatia	1 415	1 448	1 431	1 431	109,4	109,8	109,0	109,3
Istria	1 378	1 408	1 398	1 394	109,3	109,1	109,0	109,2
Dubrovnik-Neretva	1 376	1 406	1 397	1 393	110,3	110,1	108,5	109,7
Međimurje	1 378	1 395	1 384	1 386	110,3	110,1	110,9	110,4
City of Zagreb	1 671	1 712	1 708	1 697	108,3	108,0	109,6	108,6

2 AVERAGE MONTHLY GROSS EARNINGS PER PERSON IN EMPLOYMENT IN LEGAL ENTITIES, BY COUNTIES

County	Average monthly gross earnings per person in employment, euro				Nominal indices of change in average monthly gross earnings according to payments for month			
	X 2025	XI 2025	XII 2025	X - XII 2025	$\frac{X\ 2025}{X\ 2024}$	$\frac{XI\ 2025}{XI\ 2024}$	$\frac{XII\ 2025}{XII\ 2024}$	$\frac{X - XII\ 2025}{X - XII\ 2024}$
Republic of Croatia	2 045	2 093	2 087	2 075	110,2	110,2	111,2	110,5
Zagreb	2 059	2 121	2 123	2 101	111,2	111,1	112,1	111,5
Krapina-Zagorje	1 971	2 013	2 002	1 995	110,7	110,7	111,3	110,9
Sisak-Moslavina	1 893	1 924	1 941	1 919	111,2	111,5	112,1	111,6
Karlovac	1 993	2 033	2 029	2 018	111,0	110,3	112,1	111,1
Varaždin	1 898	1 937	1 913	1 916	110,1	110,6	112,1	110,9
Koprivnica-Križevci	1 860	1 881	1 877	1 873	112,3	112,4	111,9	112,2
Bjelovar-Bilogora	1 817	1 833	1 847	1 832	111,1	111,1	112,0	111,4
Primorje-Gorski Kotar	2 068	2 106	2 117	2 097	110,5	110,4	111,1	110,6
Lika-Senj	1 867	1 882	1 899	1 882	109,1	110,8	110,9	110,3
Virovitica-Podravina	1 783	1 768	1 779	1 777	112,8	111,6	112,0	112,2
Požega-Slavonia	1 853	1 858	1 865	1 859	112,1	111,7	111,9	111,9
Slavonski Brod-Posavina	1 793	1 816	1 797	1 802	110,2	110,9	110,2	110,4
Zadar	1 897	1 943	1 923	1 921	110,9	111,1	111,0	111,0
Osijek-Baranja	1 905	1 948	1 945	1 933	111,0	112,1	111,8	111,7
Šibenik-Knin	1 918	1 934	1 936	1 929	111,5	111,0	110,9	111,1
Vukovar-Srijem	1 796	1 821	1 810	1 809	111,9	112,1	111,9	111,9
Split-Dalmatia	1 958	2 011	1 988	1 985	110,1	110,5	110,8	110,4
Istria	1 898	1 949	1 939	1 928	110,1	110,0	110,9	110,3
Dubrovnik-Neretva	1 884	1 933	1 916	1 911	111,3	111,2	110,1	110,9
Međimurje	1 868	1 899	1 883	1 883	111,3	111,1	112,8	111,7
City of Zagreb	2 414	2 483	2 478	2 458	108,2	107,7	110,4	108,8

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 for the previous month, which is in line with the 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.

Data on counties are presented according to the place of permanent/temporary residence by the territorial constitution in accordance with the Act on the Territories of Counties, Towns and Municipalities in the Republic of Croatia (NN, Nos 86/06, 125/06, 16/07, 95/08, 46/10, 145/10, 37/13, 44/13, 45/13 and 110/15).

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.

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
NN Narodne novine, official gazette of the Republic of Croatia

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