



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

Data on average earnings, by sex, were obtained by processing data from the JOPPD form. The processing was performed according to the predominant NKD 2007 activity, which is why data by activities are not comparable with hitherto published monthly and annual data.

The average monthly gross earnings per person in employment in legal entities of the Republic of Croatia in 2024 amounted to **1 782 euro** for employed women and to **1 854 euro** for employed men.

The average monthly paid net earnings per person in employment in legal entities of the Republic of Croatia in 2024 amounted to **1 290 euro** for employed women and to **1 342 euro** for employed men.

In 2024, women had higher average gross earnings per person in employment than men in three activity sections: Electricity, gas, steam and air conditioning supply, by 0.7%, Water supply; sewerage, waste management and remediation activities, by 0.8%, and Construction, by 12.3%, while men had higher average gross earnings per person in employment in the remaining 16 activity sections, ranging from 24.5% in Financial and insurance activities to 2.0% in Transportation and storage.

In 2024, men had the highest average gross earnings in Human health and social work activities, which amounted to 2 965 euro, and the lowest ones in Construction, which amounted to 1 403 euro. The highest average gross earnings for women were recorded in the Human health and social work activities, which amounted to 2 279 euro, and the lowest ones in Other service activities, which amounted to 1 319 euro.

In 2024, women had higher average net earnings per person in employment than men in one activity section: Construction, by 9.7%, while in the remaining 18 activity sections men had higher average net earnings per person in employment, ranging from 23.0% in Financial and insurance activities to 0.6% in Water supply; sewerage, waste management and remediation activities.

In 2024, men had the highest average net earnings in Human health and social work activities, amounting to 2 065 euro, and the lowest ones in Administrative and support service activities, amounting to 1 037 euro. The highest average net earnings for women were recorded in Human health and social work activities, amounting to 1 623 euro, and the lowest ones in Other service activities, amounting to 987 euro.

1 AVERAGE MONTHLY GROSS AND NET EARNINGS, BY SEX, 2024

Euro

| | Ø 2024 | |
|-------|--------------------------------|------------------------------|
| | Average monthly gross earnings | Average monthly net earnings |
| Total | 1 821 | 1 318 |
| Women | 1 782 | 1 290 |
| Men | 1 854 | 1 342 |

2 AVERAGE MONTHLY GROSS AND NET EARNINGS, BY SEX AND ACCORDING TO NKD 2007¹⁾, 2024

Euro

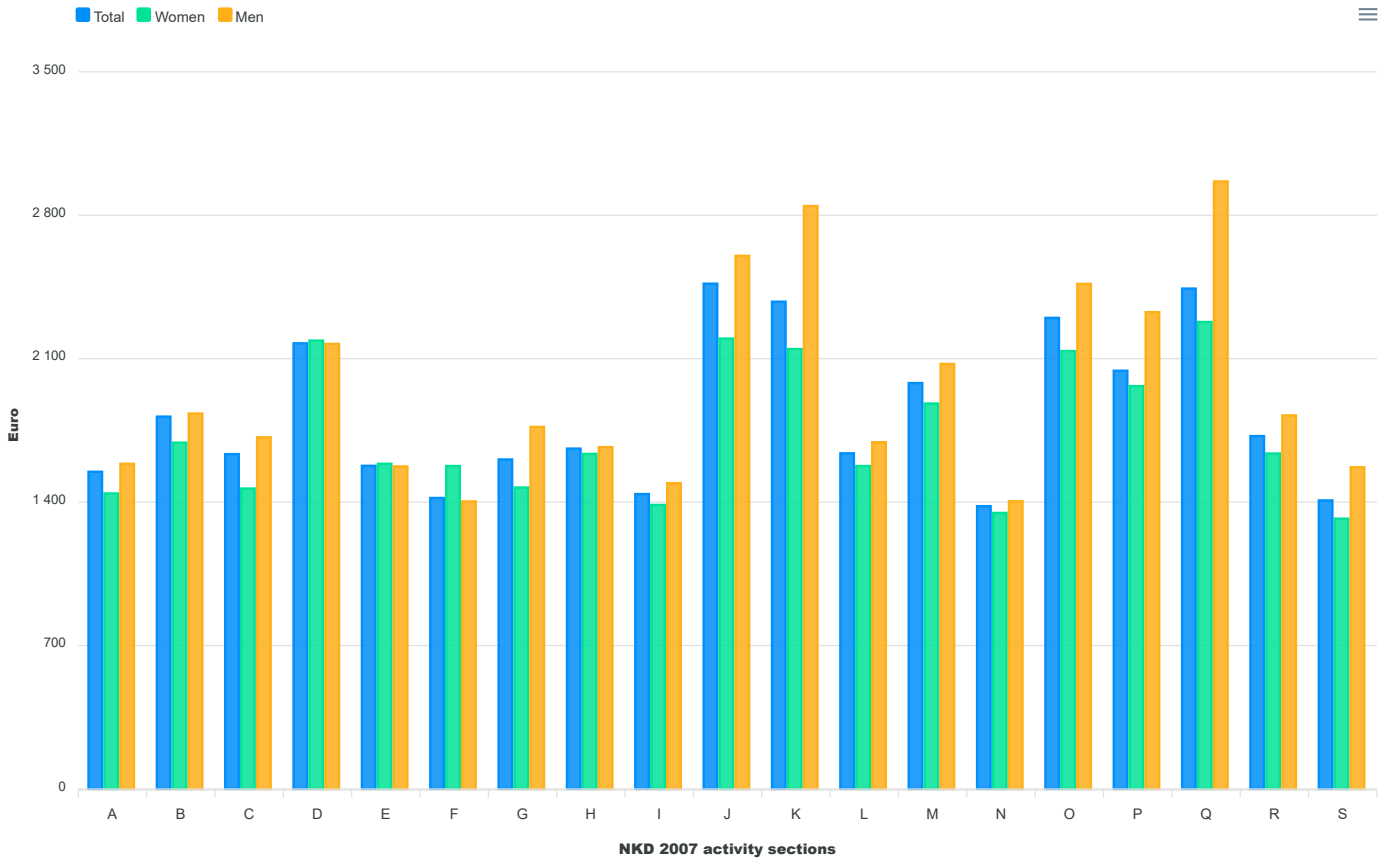
| | Average gross earnings per person in employment | | | Average net earnings per person in employment | | |
|--|---|--------------|--------------|---|--------------|--------------|
| | Total | Women | Men | Total | Women | Men |
| Total | 1 821 | 1 782 | 1 854 | 1 318 | 1 290 | 1 342 |
| A Agriculture, forestry and fishing | 1 548 | 1 442 | 1 587 | 1 155 | 1 074 | 1 185 |
| 01 Crop and animal production, hunting and related service activities | 1 368 | 1 318 | 1 392 | 1 041 | 1 001 | 1 060 |
| 02 Forestry and logging | 1 820 | 1 746 | 1 837 | 1 330 | 1 256 | 1 348 |
| 03 Fishing and aquaculture | 1 455 | 1 393 | 1 481 | 1 084 | 1 035 | 1 104 |
| B Mining and quarrying | 1 817 | 1 690 | 1 832 | 1 320 | 1 215 | 1 332 |
| 06 Extraction of crude petroleum and natural gas | 3 624 | 3 307 | 3 962 | 2 436 | 2 229 | 2 657 |
| 08 Other mining and quarrying | 1 664 | 1 589 | 1 675 | 1 215 | 1 153 | 1 224 |
| 09 Mining support service activities | 2 191 | 2 189 | 2 191 | 1 578 | 1 510 | 1 581 |
| C Manufacturing | 1 634 | 1 466 | 1 716 | 1 197 | 1 082 | 1 253 |
| 10 Manufacture of food products | 1 480 | 1 357 | 1 595 | 1 110 | 1 027 | 1 188 |
| 11 Manufacture of beverages | 1 960 | 1 866 | 2 003 | 1 403 | 1 328 | 1 438 |
| 12 Manufacture of tobacco products | 2 446 | 2 430 | 2 453 | 1 691 | 1 662 | 1 704 |
| 13 Manufacture of textiles | 1 300 | 1 182 | 1 508 | 975 | 900 | 1 108 |
| 14 Manufacture of wearing apparel | 1 095 | 1 045 | 1 398 | 847 | 816 | 1 039 |
| 15 Manufacture of leather and related products | 1 130 | 1 069 | 1 330 | 876 | 836 | 1 007 |
| 16 Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials | 1 292 | 1 172 | 1 339 | 977 | 897 | 1 009 |
| 17 Manufacture of paper and paper products | 1 667 | 1 492 | 1 756 | 1 217 | 1 100 | 1 277 |
| 18 Printing and reproduction of recorded media | 1 651 | 1 551 | 1 714 | 1 195 | 1 127 | 1 237 |
| 19 Manufacture of coke and refined petroleum products | 2 570 | 2 662 | 2 536 | 1 775 | 1 810 | 1 762 |
| 20 Manufacture of chemicals and chemical products | 1 661 | 1 549 | 1 731 | 1 204 | 1 126 | 1 253 |
| 21 Manufacture of basic pharmaceutical products and pharmaceutical preparations | 2 612 | 2 627 | 2 592 | 1 778 | 1 780 | 1 776 |
| 22 Manufacture of rubber and plastic products | 1 440 | 1 333 | 1 485 | 1 067 | 997 | 1 097 |
| 23 Manufacture of other non-metallic mineral products | 1 773 | 1 790 | 1 768 | 1 300 | 1 293 | 1 301 |
| 24 Manufacture of basic metals | 1 533 | 1 401 | 1 566 | 1 127 | 1 036 | 1 150 |
| 25 Manufacture of fabricated metal products, except machinery and equipment | 1 569 | 1 484 | 1 582 | 1 158 | 1 096 | 1 168 |
| 26 Manufacture of computer, electronic and optical products | 1 921 | 1 561 | 2 105 | 1 356 | 1 127 | 1 473 |
| 27 Manufacture of electrical equipment | 2 157 | 1 758 | 2 304 | 1 521 | 1 259 | 1 617 |
| 28 Manufacture of machinery and equipment n. e. c. | 1 805 | 1 710 | 1 820 | 1 305 | 1 229 | 1 318 |
| 29 Manufacture of motor vehicles, trailers and semi-trailers | 2 113 | 1 617 | 2 291 | 1 485 | 1 172 | 1 597 |
| 30 Manufacture of other transport equipment | 1 739 | 1 608 | 1 767 | 1 250 | 1 159 | 1 269 |
| 31 Manufacture of furniture | 1 324 | 1 245 | 1 355 | 991 | 937 | 1 013 |
| 32 Other manufacturing | 1 388 | 1 280 | 1 510 | 1 030 | 960 | 1 109 |
| 33 Repair and installation of machinery and equipment | 1 818 | 1 713 | 1 832 | 1 337 | 1 233 | 1 350 |

| | | | | | | | |
|----------|--|--------------|--------------|--------------|--------------|--------------|--------------|
| D | Electricity, gas, steam and air conditioning supply | 2 175 | 2 188 | 2 172 | 1 595 | 1 573 | 1 601 |
| 35 | Electricity, gas, steam and air conditioning supply | 2 175 | 2 188 | 2 172 | 1 595 | 1 573 | 1 601 |
| E | Water supply; sewerage, waste management and remediation activities | 1 577 | 1 587 | 1 574 | 1 169 | 1 163 | 1 170 |
| 36 | Water collection, treatment and supply | 1 649 | 1 729 | 1 629 | 1 220 | 1 257 | 1 210 |
| 37 | Sewerage | 1 791 | 2 010 | 1 732 | 1 317 | 1 449 | 1 282 |
| 38 | Waste collection, treatment and disposal activities; materials recovery | 1 516 | 1 515 | 1 516 | 1 127 | 1 116 | 1 130 |
| 39 | Remediation activities and other waste management services | 2 027 | 1 762 | 2 073 | 1 459 | 1 266 | 1 493 |
| F | Construction | 1 420 | 1 576 | 1 403 | 1 050 | 1 141 | 1 040 |
| 41 | Construction of buildings | 1 332 | 1 532 | 1 309 | 988 | 1 109 | 974 |
| 42 | Civil engineering | 1 745 | 1 909 | 1 725 | 1 266 | 1 354 | 1 255 |
| 43 | Specialised construction activities | 1 350 | 1 430 | 1 342 | 1 006 | 1 051 | 1 001 |
| G | Wholesale and retail trade; repair of motor vehicles and motorcycles | 1 608 | 1 471 | 1 767 | 1 175 | 1 087 | 1 276 |
| 45 | Wholesale and retail trade and repair of motor vehicles and motorcycles | 1 691 | 1 633 | 1 702 | 1 227 | 1 179 | 1 237 |
| 46 | Wholesale trade, except of motor vehicles and motorcycles | 1 871 | 1 789 | 1 919 | 1 331 | 1 273 | 1 365 |
| 47 | Retail trade, except of motor vehicles and motorcycles | 1 425 | 1 359 | 1 587 | 1 065 | 1 022 | 1 170 |
| H | Transportation and storage | 1 661 | 1 635 | 1 668 | 1 215 | 1 189 | 1 222 |
| 49 | Land transport and transport via pipelines | 1 451 | 1 475 | 1 446 | 1 080 | 1 080 | 1 080 |
| 50 | Water transport | 1 874 | 1 513 | 1 972 | 1 340 | 1 103 | 1 405 |
| 51 | Air transport | 3 011 | 2 134 | 3 726 | 2 076 | 1 512 | 2 537 |
| 52 | Warehousing and support activities for transportation | 1 972 | 1 909 | 1 995 | 1 407 | 1 353 | 1 427 |
| 53 | Postal and courier activities | 1 363 | 1 341 | 1 378 | 1 046 | 1 031 | 1 057 |
| I | Accommodation and food service activities | 1 439 | 1 386 | 1 492 | 1 061 | 1 027 | 1 095 |
| 55 | Accommodation | 1 627 | 1 533 | 1 740 | 1 186 | 1 123 | 1 260 |
| 56 | Food and beverage service activities | 1 239 | 1 201 | 1 271 | 928 | 905 | 947 |
| J | Information and communication | 2 466 | 2 198 | 2 602 | 1 702 | 1 524 | 1 793 |
| 58 | Publishing activities | 1 913 | 1 743 | 2 104 | 1 347 | 1 234 | 1 474 |
| 59 | Motion picture, video and television programme production, sound recording and music publishing activities | 1 551 | 1 646 | 1 484 | 1 121 | 1 179 | 1 081 |
| 60 | Programming and broadcasting activities | 1 853 | 1 874 | 1 835 | 1 316 | 1 324 | 1 309 |
| 61 | Telecommunications | 2 150 | 2 004 | 2 233 | 1 538 | 1 434 | 1 597 |
| 62 | Computer programming, consultancy and related activities | 2 701 | 2 444 | 2 801 | 1 844 | 1 670 | 1 912 |
| 63 | Information service activities | 2 758 | 2 365 | 3 009 | 1 871 | 1 613 | 2 036 |
| K | Financial and insurance activities | 2 378 | 2 147 | 2 845 | 1 658 | 1 509 | 1 960 |
| 64 | Financial service activities, except insurance and pension funding | 2 561 | 2 287 | 3 218 | 1 777 | 1 601 | 2 200 |
| 65 | Insurance, reinsurance and pension funding, except compulsory social security | 2 267 | 2 039 | 2 637 | 1 591 | 1 442 | 1 832 |
| 66 | Activities auxiliary to financial services and insurance activities | 1 872 | 1 715 | 2 118 | 1 324 | 1 224 | 1 481 |
| L | Real estate activities | 1 638 | 1 576 | 1 692 | 1 185 | 1 143 | 1 221 |
| 68 | Real estate activities | 1 638 | 1 576 | 1 692 | 1 185 | 1 143 | 1 221 |

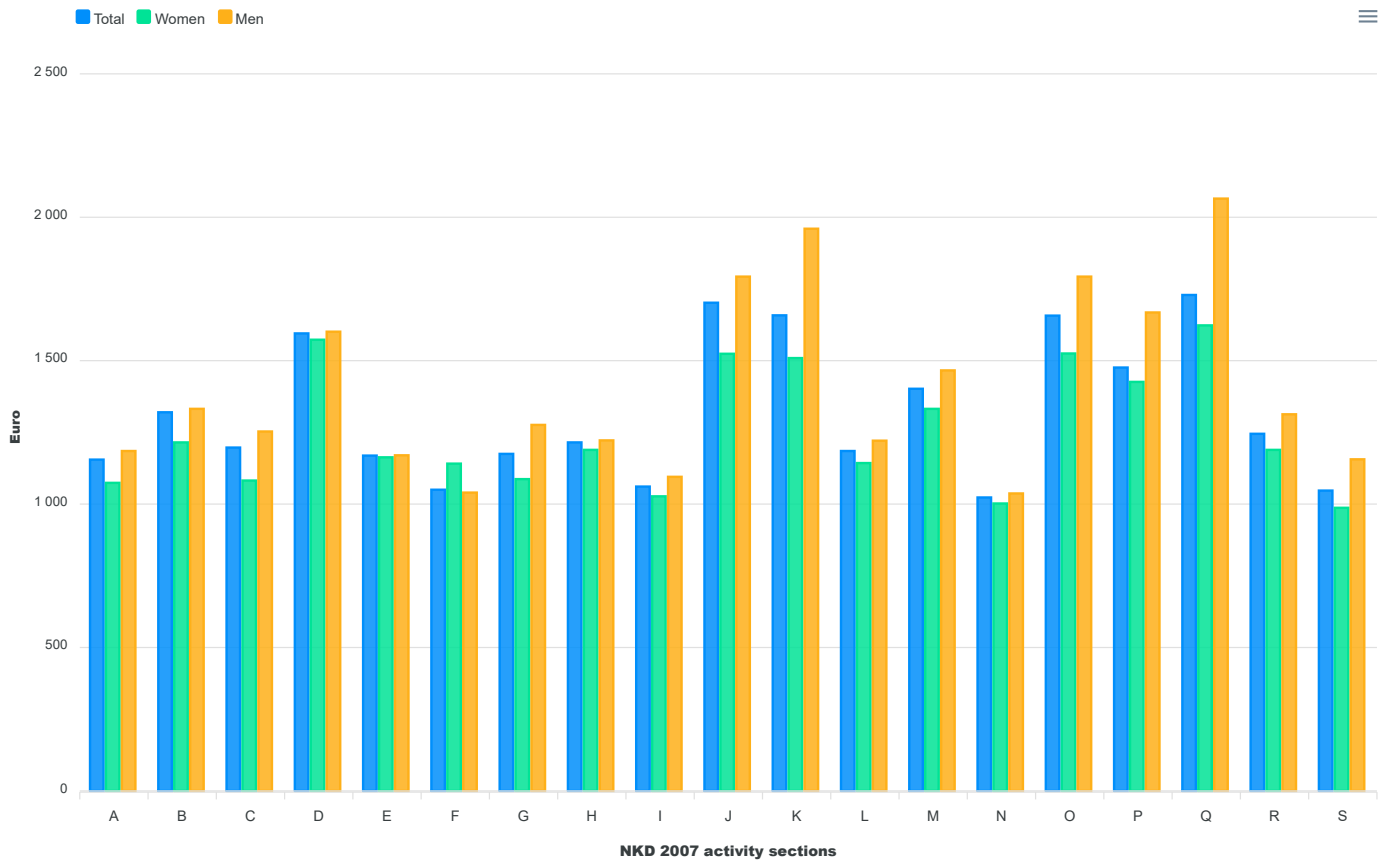
| | | | | | | | |
|----------|---|--------------|--------------|--------------|--------------|--------------|--------------|
| M | Professional, scientific and technical activities | 1 981 | 1 881 | 2 074 | 1 402 | 1 332 | 1 466 |
| 69 | Legal and accounting activities | 1 593 | 1 553 | 1 711 | 1 156 | 1 130 | 1 234 |
| 70 | Activities of head offices; management consultancy activities | 1 963 | 1 850 | 2 070 | 1 383 | 1 308 | 1 454 |
| 71 | Architectural and engineering activities; technical testing and analysis | 1 957 | 1 786 | 2 044 | 1 391 | 1 276 | 1 449 |
| 72 | Scientific research and development | 2 731 | 2 681 | 2 785 | 1 885 | 1 843 | 1 932 |
| 73 | Advertising and market research | 2 375 | 2 437 | 2 305 | 1 627 | 1 657 | 1 594 |
| 74 | Other professional, scientific and technical activities | 1 763 | 1 881 | 1 639 | 1 261 | 1 327 | 1 191 |
| 75 | Veterinary activities | 1 587 | 1 449 | 1 724 | 1 161 | 1 065 | 1 256 |
| N | Administrative and support service activities | 1 380 | 1 347 | 1 404 | 1 023 | 1 002 | 1 037 |
| 77 | Rental and leasing activities | 1 708 | 1 668 | 1 726 | 1 228 | 1 200 | 1 240 |
| 78 | Employment activities | 1 357 | 1 360 | 1 355 | 1 004 | 1 005 | 1 004 |
| 79 | Travel agency, tour operator reservation service and related activities | 1 564 | 1 564 | 1 563 | 1 134 | 1 133 | 1 136 |
| 80 | Security and investigation activities | 1 173 | 1 124 | 1 185 | 891 | 863 | 899 |
| 81 | Services to buildings and landscape activities | 1 205 | 1 078 | 1 356 | 922 | 844 | 1 016 |
| 82 | Office administrative, office support and other business support activities | 1 681 | 1 577 | 1 843 | 1 211 | 1 146 | 1 311 |
| O | Public administration and defence; compulsory social security | 2 299 | 2 137 | 2 465 | 1 657 | 1 525 | 1 793 |
| 84 | Public administration and defence; compulsory social security | 2 299 | 2 137 | 2 465 | 1 657 | 1 525 | 1 793 |
| P | Education | 2 041 | 1 966 | 2 327 | 1 476 | 1 426 | 1 668 |
| 85 | Education | 2 041 | 1 966 | 2 327 | 1 476 | 1 426 | 1 668 |
| Q | Human health and social work activities | 2 442 | 2 279 | 2 965 | 1 729 | 1 623 | 2 065 |
| 86 | Human health activities | 2 670 | 2 493 | 3 179 | 1 874 | 1 761 | 2 203 |
| 87 | Residential care activities | 1 677 | 1 658 | 1 782 | 1 240 | 1 227 | 1 315 |
| 88 | Social work activities without accommodation | 1 345 | 1 310 | 1 494 | 1 022 | 999 | 1 117 |
| R | Arts, entertainment and recreation | 1 722 | 1 637 | 1 823 | 1 245 | 1 189 | 1 313 |
| 90 | Creative, arts and entertainment activities | 1 875 | 1 893 | 1 858 | 1 343 | 1 350 | 1 337 |
| 91 | Libraries, archives, museums and other cultural activities | 1 850 | 1 849 | 1 852 | 1 343 | 1 337 | 1 353 |
| 92 | Gambling and betting activities | 1 649 | 1 422 | 2 128 | 1 185 | 1 042 | 1 485 |
| 93 | Sports activities and amusement and recreation activities | 1 594 | 1 503 | 1 652 | 1 161 | 1 100 | 1 200 |
| S | Other service activities | 1 408 | 1 319 | 1 570 | 1 047 | 987 | 1 156 |
| 94 | Activities of membership organisations | 1 623 | 1 531 | 1 806 | 1 185 | 1 123 | 1 308 |
| 95 | Repair of computers and personal and household goods | 1 419 | 1 328 | 1 442 | 1 049 | 985 | 1 065 |
| 96 | Other personal service activities | 1 115 | 1 060 | 1 268 | 860 | 821 | 966 |

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 GROSS EARNINGS, BY SEX AND ACCORDING TO NKD 2007 ACTIVITY SECTIONS, 2024



G-2 AVERAGE MONTHLY PAID NET EARNINGS, BY SEX AND ACCORDING TO NKD 2007 ACTIVITY SECTIONS, 2024



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

NOTES ON METHODOLOGY

Data source

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 payments 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 payment 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 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 payments 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 payments on the basis of employment and the following mandatory allocations: pension insurance contributions, income tax and surtax on income tax.

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.

Abbreviations

| | |
|----------|---|
| n. e. c. | not elsewhere classified |
| NKD 2007 | National Classification of Activities, 2007 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 Vlajčević, Director of Demographic and Social Statistics Directorate

Lidija Brković, Acting Director General

Prepared by:

Dean Maslovara and Snježana Varga

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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