

First Release

Year: LXII.

Zagreb, 21 May 2025

RAD-2025-1-1/3

ISSN 1334-0557



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

The average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia for March 2025 amounted to **1 448 euro**, which represented a nominal increase of 2.3% and a real one of 1.9%, as compared to February 2025.

The average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia for March 2025 amounted to **2 014 euro**, which represented a nominal increase of 2.5% and a real one of 2.1%, as compared to February 2025.

The highest average monthly paid net earnings per person in paid employment in legal entities for March 2025 were paid in the activity Programming and broadcasting activities and amounted to **3 469 euro**, while the lowest earnings were paid in the activity Manufacture of wearing apparel and amounted to **927 euro**.

The highest average monthly gross earnings per person in paid employment in legal entities for March 2025 were paid in the activity Programming and broadcasting activities and amounted to **5 698 euro**, while the lowest earnings were paid in the activity Manufacture of wearing apparel and amounted to **1 215 euro**.

The average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia for March 2025 were **9.2%** higher in nominal terms and **5.8%** 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 March 2025 were **9.8%** higher in nominal terms and **6.4%** higher in real terms, as compared to the same month of the previous year.

In the period from January to March 2025, the average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 1 418 euro, which represented a nominal increase of 11.6% and a real one of 7.7%, as compared to the same period of 2024.

In the period from January to March 2025, the average monthly paid gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 1 968 euro, which represented a nominal increase of 12.7% and a real one of 8.8%, as compared to the same period of 2024.

In March 2025, there were 166 paid hours on average, which was an increase of 5.7%, as compared to February 2025. The highest number of paid hours was recorded in the activity Water transport (179) and the lowest one in the Services to buildings and landscape activities (150).

The average monthly paid net earnings per hour for March 2025 amounted to 8.46 euro, which was 3.0% lower than in February 2025. As compared to the same month of the previous year, they increased by 9.2%.

The average monthly gross earnings per hour for March 2025 amounted to 11.77 euro, which was 2.6% lower than in February 2025. As compared to the same month of the previous year, they increased by 9.8%.

Median net earnings for March 2025 amounted to **1 200 euro**, which was 2.1% higher than in February 2025. As compared to the same month of the previous year, they increased by **10.5%**.

Median gross earnings for March 2025 amounted to **1 621 euro**, which was 2.3% higher than in February 2025. As compared to the same month of the previous year, they increased by **11.1%**.

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

1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR MARCH 2025

	III 2025	I – III 2025	Indices		
			III 2025 II 2025	III 2025 III 2024	I – III 2025 I – III 2024
Net earnings					
Average monthly paid net earnings per employee, euro	1 448	1 418	102,3	109,2	111,6
Real net earnings per employee			101,9	105,8	107,7
Gross earnings					
Average monthly gross earnings per employee, euro	2 014	1 968	102,5	109,8	112,7
Real gross earnings per employee			102,1	106,4	108,8
Net earnings per hour					
Average paid net earnings per hour, euro	8,46	8,20	97,0	109,2	113,3
Real net earnings per hour			96,6	105,8	109,4
Gross earnings per hour					
Average monthly gross earnings per hour, euro	11,77	11,37	97,4	109,8	114,3
Real gross earnings per hour			97,0	106,4	110,3

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

	III 2025	
	Net earnings, euro	Gross earnings, euro
First (lower) quartile	923	1 193
Second quartile (median)	1 200	1 621
Third (upper) quartile	1 645	2 284
Fourth quartile	z	z

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

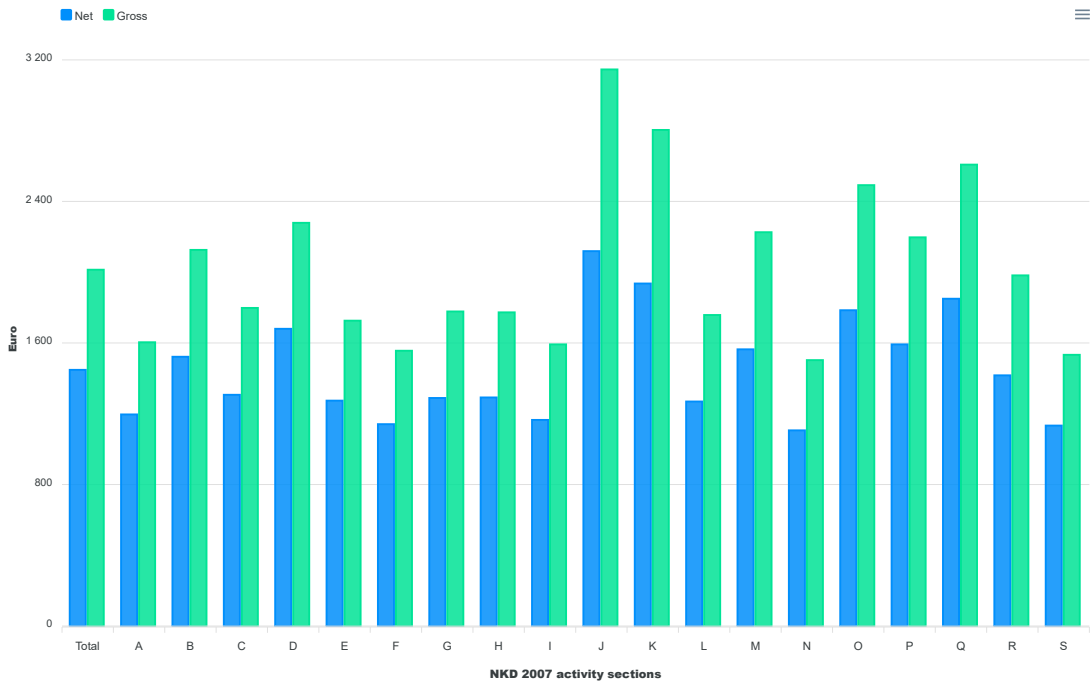
	III 2025	
	Net earnings, euro	Gross earnings, euro
First decile	807	1 015
Second decile	882	1 150
Third decile	965	1 262
Fourth decile	1 070	1 422
Fifth decile (median)	1 200	1 621
Sixth decile	1 354	1 856
Seventh decile	1 536	2 132
Eighth decile	1 773	2 475
Ninth decile	2 193	3 120
Tenth decile	z	z

4 PAID OFF NON-TAXABLE INCOMES, ACCORDING TO NKD 2007¹⁾, MARCH 2025

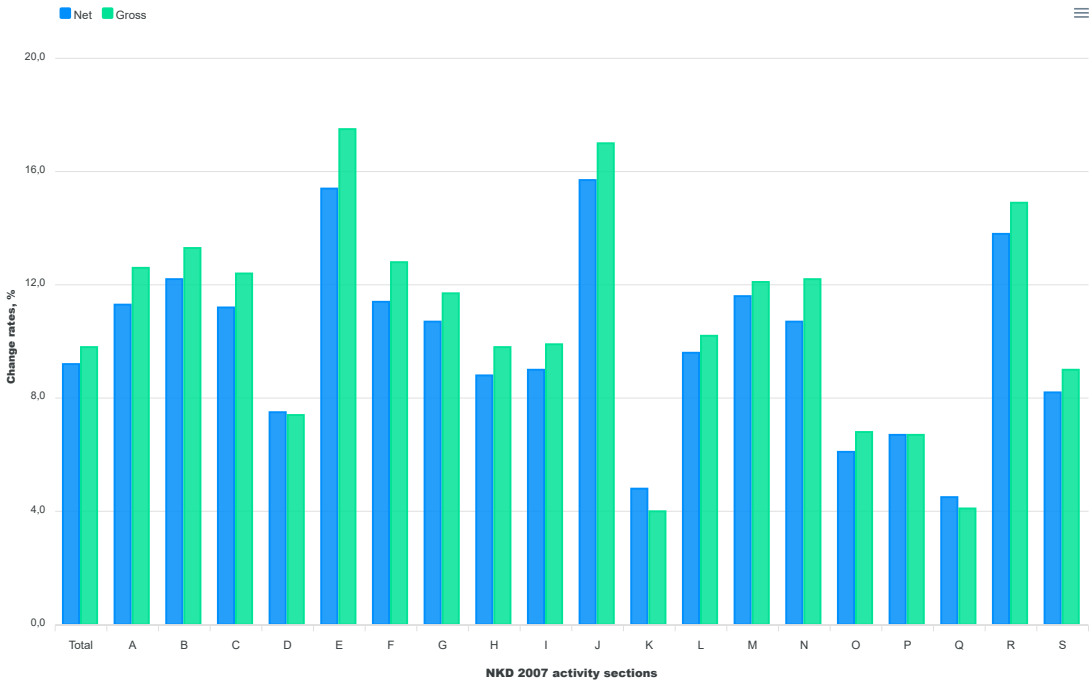
		III 2025	
		Average non-taxable income by number of receivers, euro	Average non-taxable income by number of persons in employment who received earnings, euro
	Total	178	109
A	Agriculture, forestry and fishing	151	128
B	Mining and quarrying	170	148
C	Manufacturing	184	149
D	Electricity, gas, steam and air conditioning supply	106	100
E	Water supply; sewerage, waste management and remediation activities	143	121
F	Construction	184	110
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	157	127
H	Transportation and storage	208	161
I	Accommodation and food service activities	174	114
J	Information and communication	271	209
K	Financial and insurance activities	227	208
L	Real estate activities	178	102
M	Professional, scientific and technical activities	189	112
N	Administrative and support service activities	165	118
O	Public administration and defence; compulsory social security	138	29
P	Education	134	30
Q	Human health and social work activities	170	32
R	Arts, entertainment and recreation	148	105
S	Other service activities	151	66

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.

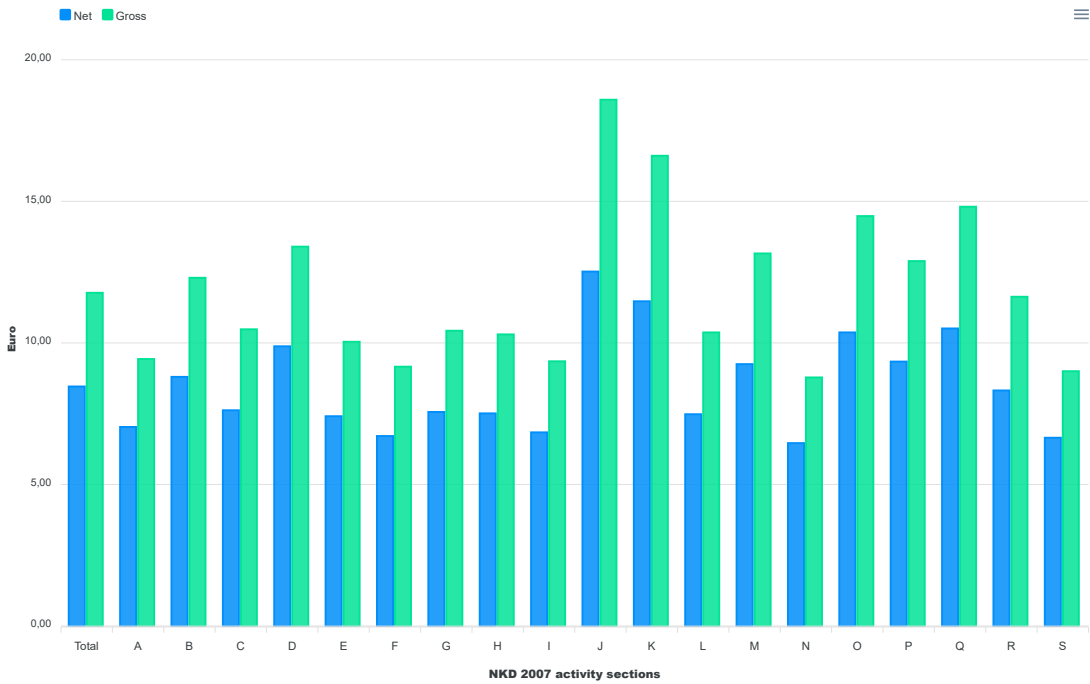
G-1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR MARCH 2025, ACCORDING TO NKD 2007



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



G-3 AVERAGE MONTHLY NET AND GROSS EARNINGS PER PAID HOUR FOR MARCH 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 2025¹⁾, 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		
		I	II	III	I – III	III 2025 II 2025	III 2025 III 2024	I – III 2025 I – III 2024	III 2025 II 2025	III 2025 III 2024	I – III 2025 I – III 2024
O	Public administration and defence; compulsory social security	1 736	1 755	1 785	1 759	101,7	106,1	113,5	101,3	102,8	109,6
84	Public administration and defence; compulsory social security	1 736	1 755	1 785	1 759	101,7	106,1	113,5	101,3	102,8	109,6
84.1	Administration of the State and the economic and social policy of the community	1 680	1 707	1 725	1 704	101,1	106,9	112,5	100,7	103,6	108,6
84.2	Provision of services to the community as a whole	1 816	1 827	1 870	1 838	102,4	106,0	114,5	102,0	102,7	110,5
84.3	Compulsory social security activities	1 432	1 470	1 473	1 458	100,2	104,1	112,8	99,8	100,9	108,9
P	Education	1 555	1 584	1 592	1 577	100,5	106,7	114,7	100,1	103,4	110,7
85	Education	1 555	1 584	1 592	1 577	100,5	106,7	114,7	100,1	103,4	110,7
85.1	Pre-primary education	1 298	1 310	1 328	1 312	101,4	123,9	124,1	101,0	120,1	119,8
85.2	Primary education	1 543	1 568	1 585	1 565	101,1	104,1	113,3	100,7	100,9	109,4
85.3	Secondary education	1 571	1 606	1 592	1 590	99,1	102,6	113,3	98,7	99,4	109,4
85.4	Higher education	2 052	2 122	2 117	2 097	99,8	103,5	112,3	99,4	100,3	108,4
85.5	Other education	1 156	1 152	1 172	1 160	101,7	114,3	114,5	101,3	110,8	110,5
85.6	Educational support activities	1 524	1 604	1 587	1 570	98,9	101,9	113,9	98,5	98,7	109,9
Q	Human health and social work activities	1 794	1 819	1 850	1 821	101,7	104,5	113,3	101,3	101,3	109,4
86	Human health activities	1 945	1 985	2 019	1 983	101,7	105,8	115,2	101,3	102,5	111,2
86.1	Hospital activities	2 049	2 093	2 132	2 091	101,9	105,4	115,7	101,5	102,1	111,7
86.2	Medical and dental practice activities	1 745	1 785	1 802	1 777	101,0	107,6	114,8	100,6	104,3	110,8
86.9	Other human health activities	1 776	1 789	1 828	1 798	102,2	105,4	113,9	101,8	102,1	109,9
87	Residential care activities	1 314	1 310	1 332	1 319	101,7	106,2	115,3	101,3	102,9	111,3
87.1	Residential nursing care activities	1 255	1 238	1 260	1 251	101,8	104,3	115,0	101,4	101,1	111,0
87.2	Residential care activities for mental retardation, mental health and substance abuse	1 422	1 427	1 437	1 429	100,7	104,4	115,0	100,3	101,2	111,0
87.3	Residential care activities for the elderly and disabled	1 222	1 220	1 245	1 229	102,0	107,8	115,3	101,6	104,5	111,3
87.9	Other residential care activities	1 526	1 528	1 551	1 535	101,5	104,9	115,4	101,1	101,6	111,4
88	Social work activities without accommodation	1 081	1 076	1 088	1 082	101,1	103,9	103,7	100,7	100,7	100,1
88.1	Social work activities without accommodation for the elderly and disabled	1 369	1 372	1 367	1 369	99,6	107,0	108,8	99,2	103,7	105,0
88.9	Other social work activities without accommodation	1 051	1 046	1 059	1 052	101,2	104,5	104,2	100,8	101,3	100,6

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 2025¹⁾, 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		
		I	II	III	I – III	III 2025 II 2025	III 2025 III 2024	I – III 2025 I – III 2024	III 2025 II 2025	III 2025 III 2024	I – III 2025 I – III 2024
O	Public administration and defence; compulsory social security	2 403	2 447	2 492	2 447	101,8	106,8	115,1	101,4	103,5	111,1
84	Public administration and defence; compulsory social security	2 403	2 447	2 492	2 447	101,8	106,8	115,1	101,4	103,5	111,1
84.1	Administration of the State and the economic and social policy of the community	2 349	2 383	2 409	2 380	101,1	106,8	113,3	100,7	103,5	109,4
84.2	Provision of services to the community as a whole	2 494	2 543	2 611	2 549	102,7	107,3	116,7	102,3	104,0	112,6
84.3	Compulsory social security activities	1 989	2 047	2 049	2 028	100,1	103,6	113,5	99,7	100,4	109,6
P	Education	2 145	2 190	2 197	2 177	100,3	106,7	116,0	99,9	103,4	112,0
85	Education	2 145	2 190	2 197	2 177	100,3	106,7	116,0	99,9	103,4	112,0
85.1	Pre-primary education	1 786	1 802	1 829	1 806	101,5	126,9	127,4	101,1	123,0	123,0
85.2	Primary education	2 073	2 116	2 131	2 107	100,7	103,7	114,8	100,3	100,5	110,8
85.3	Secondary education	2 215	2 267	2 245	2 243	99,0	102,0	114,0	98,6	98,8	110,0
85.4	Higher education	2 933	3 037	3 027	2 999	99,7	102,9	112,8	99,3	99,7	108,9
85.5	Other education	1 579	1 572	1 602	1 584	101,9	116,1	116,3	101,5	112,5	112,3
85.6	Educational support activities	2 142	2 260	2 235	2 210	98,9	102,2	116,4	98,5	99,0	112,4
Q	Human health and social work activities	2 525	2 561	2 608	2 564	101,8	104,1	114,2	101,4	100,9	110,2
86	Human health activities	2 758	2 817	2 869	2 815	101,8	105,4	116,2	101,4	102,1	112,2
86.1	Hospital activities	2 917	2 983	3 044	2 981	102,0	104,9	116,6	101,6	101,6	112,5
86.2	Medical and dental practice activities	2 465	2 522	2 547	2 511	101,0	107,7	115,9	100,6	104,4	111,9
86.9	Other human health activities	2 468	2 485	2 544	2 499	102,4	104,6	114,3	102,0	101,4	110,3
87	Residential care activities	1 780	1 772	1 804	1 785	101,8	106,6	117,5	101,4	103,3	113,4
87.1	Residential nursing care activities	1 691	1 660	1 696	1 682	102,2	103,7	116,6	101,8	100,5	112,5
87.2	Residential care activities for mental retardation, mental health and substance abuse	1 918	1 922	1 937	1 925	100,8	104,5	116,9	100,4	101,3	112,8
87.3	Residential care activities for the elderly and disabled	1 649	1 644	1 680	1 658	102,2	108,7	117,9	101,8	105,3	113,8
87.9	Other residential care activities	2 103	2 104	2 136	2 114	101,5	104,6	116,9	101,1	101,4	112,8
88	Social work activities without accommodation	1 436	1 422	1 438	1 432	101,1	104,4	104,4	100,7	101,2	100,8
88.1	Social work activities without accommodation for the elderly and disabled	1 880	1 886	1 873	1 880	99,3	106,8	109,1	98,9	103,5	105,3
88.9	Other social work activities without accommodation	1 389	1 373	1 393	1 385	101,5	105,3	105,0	101,1	102,0	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.

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

Published by the Croatian Bureau of Statistics, Zagreb, Illica 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, Director General

Prepared by:

Dean Maslovara, Marinka Radman Ćosić and Zdenka Mandarić

USERS ARE KINDLY REQUESTED TO STATE THE SOURCE.

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