



AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT FOR SEPTEMBER 2022

For September 2022, the average monthly paid off net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 7 623 kuna, which represented a nominal decrease of 0.7% and a real one of 2.2%, as compared to August 2022.

For September 2022, the average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 10 325 kuna, which represented a nominal decrease of 1.3% and a real one of 2.8%, as compared to August 2022.

The highest average monthly paid off net earnings per person in paid employment in legal entities for September 2022 were paid off in the activity Air transport and amounted to 12 580 kuna, while the lowest earnings were paid off in the activity Security and investigation activities and amounted to 4 929 kuna.

The highest average monthly gross earnings per person in paid employment in legal entities for September 2022 were paid off in the activity Air transport and amounted to 17 857 kuna, while the lowest earnings were paid off in the activity Manufacture of wearing apparel and amounted to 6 378 kuna.

The average monthly paid off net earnings per person in paid employment in legal entities in the Republic of Croatia for September 2022 were nominally 7.2% higher and really 5.0% lower, as compared to the same month last year.

The average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia for September 2022 were nominally 8.1% higher and really 4.2% lower, as compared to the same month last year.

In the period from January to September 2022, the average monthly paid off net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 7 588 kuna, which represented a nominal increase of 7.1% and a real decrease of 2.5%, as compared to the same period of 2021.

In the period from January to September 2022, the average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 10 304 kuna, which represented a nominal increase of 8.0% and a real decrease of 1.7%, as compared to the same period of 2021.

In September 2022, there were 174 paid hours on average, which means that they decreased by 4.9%, as compared to August 2022. The greatest number of paid hours was recorded in the activity Water transport (183) and the smallest one in Social work activities without accommodation (159).

The average monthly paid off net earnings per hour for September 2022 amounted to 42.79 kuna, which was 3.7% higher than in August 2022. As compared to the same month last year, they increased by 7.1%.

The average monthly gross earnings per hour for September 2022 amounted to 57.97 kuna, which was 3.1% higher than in August 2022. As compared to the same month last year, they increased by 8.0%.

Median net earnings for September 2022 amounted to 6 500 kuna, while median gross earnings amounted to 8 547 kuna.

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

1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR SEPTEMBER 2022

	IX 2022	I – IX 2022	Indices		
			IX 2022 VIII 2022	IX 2022 IX 2021	I – IX 2022 I – IX 2021
Net earnings					
Average monthly paid off net earnings per employee, kuna	7 623	7 588	99,3	107,2	107,1
Real net earnings per employee			97,8	95,0	97,5
Gross earnings					
Average monthly gross earnings per employee, kuna	10 325	10 304	98,7	108,1	108,0
Real gross earnings per employee			97,2	95,8	98,3
Net earnings per hour					
Average paid off net earnings per hour, kuna	42,79	43,12	103,7	107,1	106,8
Real net earnings per hour			102,2	94,9	97,2
Gross earnings per hour					
Average monthly gross earnings per hour, kuna	57,97	58,55	103,1	108,0	107,8
Real gross earnings per hour			101,6	95,7	98,1

2 DISTRIBUTION OF NET AND GROSS EARNINGS, BY QUARTILES, FOR SEPTEMBER 2022

	IX 2022	
	Net earnings, kuna	Gross earnings, kuna
First (lower) quartile	4 971	6 265
Second quartile (median)	6 500	8 547
Third (upper) quartile	8 797	11 849
Fourth quartile	z	z

3 DISTRIBUTION OF NET AND GROSS EARNINGS, BY DECILES, FOR SEPTEMBER 2022

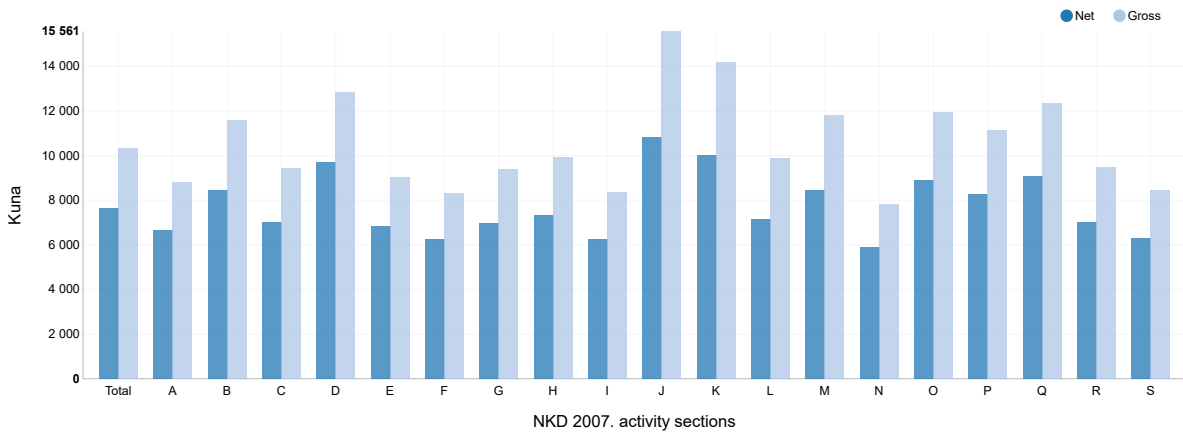
	IX 2022	
	Net earnings, kuna	Gross earnings, kuna
First decile	4 211	5 214
Second decile	4 745	6 047
Third decile	5 210	6 636
Fourth decile	5 841	7 537
Fifth decile (median)	6 500	8 547
Sixth decile	7 310	9 759
Seventh decile	8 246	11 094
Eighth decile	9 455	12 820
Ninth decile	11 827	16 550
Tenth decile	z	z

4 PAID OFF NON-TAXABLE INCOMES, ACCORDING TO NKD 2007.¹⁾, SEPTEMBER 2022

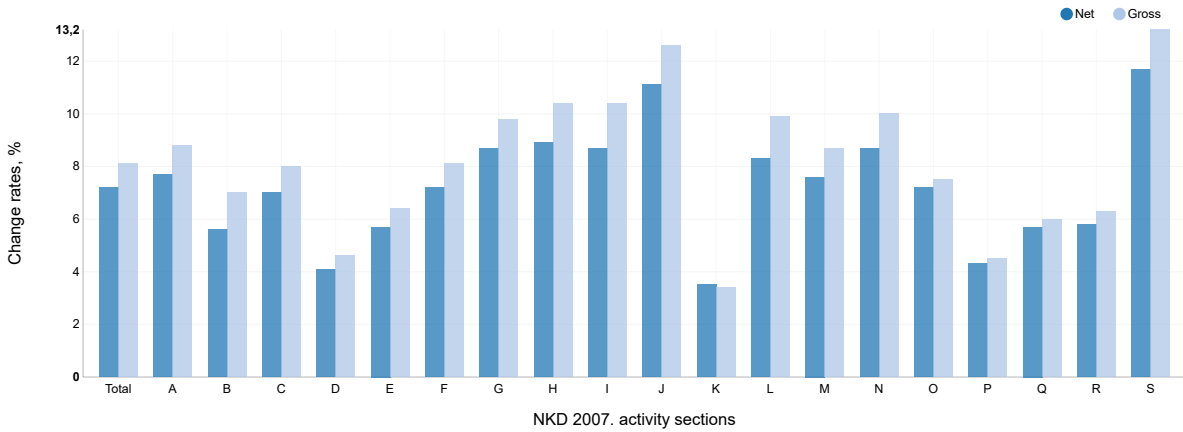
	IX 2022	
	Average non-taxable income by number of receivers, kuna	Average non-taxable income by number of persons in employment who received earnings, kuna
Total	720	7
A Agriculture, forestry and fishing	579	14
B Mining and quarrying	978	30
C Manufacturing	656	7
D Electricity, gas, steam and air conditioning supply	514	4
E Water supply; sewerage, waste management and remediation activities	480	9
F Construction	702	9
G Wholesale and retail trade; repair of motor vehicles and motorcycles	600	4
H Transportation and storage	2 548	12
I Accommodation and food service activities	779	10
J Information and communication	916	4
K Financial and insurance activities	300	1
L Real estate activities	610	4
M Professional, scientific and technical activities	474	6
N Administrative and support service activities	591	25
O Public administration and defence; compulsory social security	482	3
P Education	632	1
Q Human health and social work activities	1 077	14
R Arts, entertainment and recreation	693	2
S Other service activities	693	5

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.

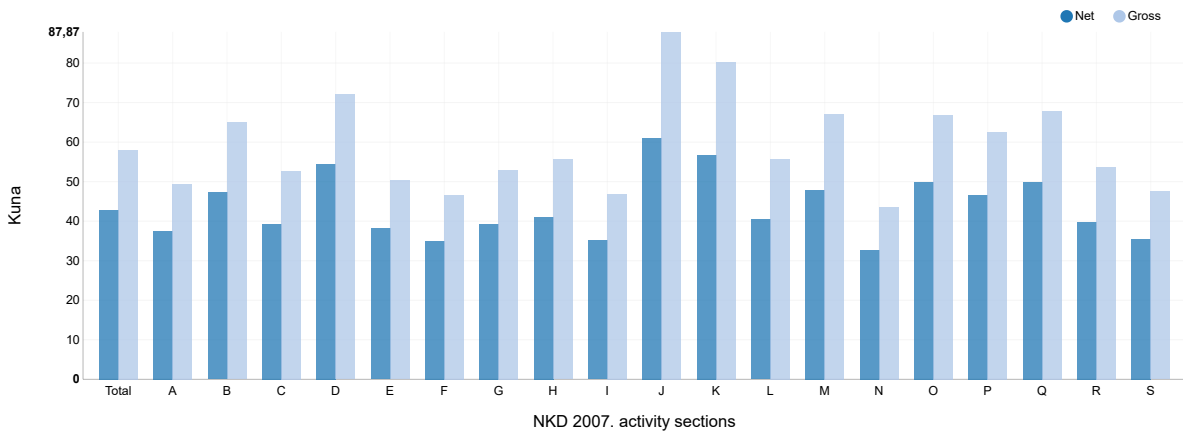
G-1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR SEPTEMBER 2022, ACCORDING TO NKD 2007.



G-2 ANNUAL CHANGE RATES OF AVERAGE NET AND GROSS EARNINGS FOR SEPTEMBER 2022, ACCORDING TO NKD 2007.



G-3 AVERAGE MONTHLY NET AND GROSS EARNINGS PER PAID HOUR FOR SEPTEMBER 2022, ACCORDING TO NKD 2007.



- 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 2022¹⁾, ACCORDING TO NKD 2007.

		Average paid off net earnings per person in employment, kuna				Indices of change in average monthly paid off net earnings according to payoffs for month					
		For month				Nominal			Real		
		VII	VIII	IX	I – IX	IX 2022 VIII 2022	IX 2022 IX 2021	I – IX 2022 I – IX 2021	IX 2022 VIII 2022	IX 2022 IX 2021	I – IX 2022 I – IX 2021
O	Public administration and defence; compulsory social security	8 945	8 969	8 909	8 779	99,3	107,2	105,0	97,8	95,0	95,5
84	Public administration and defence; compulsory social security	8 945	8 969	8 909	8 779	99,3	107,2	105,0	97,8	95,0	95,5
84.1	Administration of the State and the economic and social policy of the community	8 993	8 997	9 015	8 865	100,2	110,4	108,3	98,7	97,9	98,5
84.2	Provision of services to the community as a whole	9 083	9 142	8 979	8 878	98,2	105,0	103,0	96,7	93,1	93,7
84.3	Compulsory social security activities	7 564	7 496	7 583	7 392	101,2	105,3	102,6	99,7	93,4	93,4
P	Education	8 013	8 106	8 285	8 065	102,2	104,3	103,4	100,7	92,5	94,1
85	Education	8 013	8 106	8 285	8 065	102,2	104,3	103,4	100,7	92,5	94,1
85.1	Pre-primary education	6 367	6 432	6 424	6 368	99,9	103,1	102,6	98,4	91,4	93,4
85.2	Primary education	7 821	7 910	8 234	7 914	104,1	105,3	103,8	102,6	93,4	94,4
85.3	Secondary education	8 072	8 281	8 287	8 075	100,1	104,3	103,4	98,6	92,5	94,1
85.4	Higher education	11 094	11 075	11 433	11 113	103,2	104,7	103,7	101,7	92,8	94,4
85.5	Other education	5 876	5 893	5 978	5 935	101,4	105,7	105,2	99,9	93,7	95,7
85.6	Educational support activities	8 047	7 652	7 970	7 793	104,2	101,4	98,6	102,7	89,9	89,7
Q	Human health and social work activities	9 271	9 327	9 062	9 171	97,2	105,7	104,2	95,8	93,7	94,8
86	Human health activities	9 974	10 014	9 714	9 868	97,0	104,9	103,4	95,6	93,0	94,1
86.1	Hospital activities	10 460	10 510	10 120	10 364	96,3	105,1	103,5	94,9	93,2	94,2
86.2	Medical and dental practice activities	8 978	8 961	8 929	8 869	99,6	104,4	103,3	98,1	92,6	94,0
86.9	Other human health activities	9 184	9 275	8 945	9 000	96,4	104,7	103,0	95,0	92,8	93,7
87	Residential care activities	6 490	6 628	6 468	6 446	97,6	105,9	104,3	96,2	93,9	94,9
87.1	Residential nursing care activities	6 106	6 333	5 958	6 034	94,1	104,0	104,0	92,7	92,2	94,6
87.2	Residential care activities for mental retardation, mental health and substance abuse	7 006	7 120	7 052	7 001	99,0	105,3	103,9	97,5	93,4	94,5
87.3	Residential care activities for the elderly and disabled	6 094	6 214	6 044	6 032	97,3	106,4	104,8	95,9	94,3	95,4
87.9	Other residential care activities	7 622	7 786	7 632	7 609	98,0	106,2	104,2	96,6	94,1	94,8
88	Social work activities without accommodation	6 844	6 911	6 829	6 708	98,8	111,5	109,9	97,3	98,8	100,0
88.1	Social work activities without accommodation for the elderly and disabled	5 526	5 621	5 714	5 551	101,7	108,7	104,6	100,2	96,4	95,2
88.9	Other social work activities without accommodation	6 950	7 010	6 907	6 793	98,5	111,7	110,3	97,0	99,0	100,4

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 2022¹⁾, ACCORDING TO NKD 2007.

		Average gross earnings per person in employment, kuna				Indices of change in average monthly gross earnings according to payoffs for month					
		For month				Nominal			Real		
		VII	VIII	IX	I – IX	IX 2022 VIII 2022	IX 2022 IX 2021	I – IX 2022 I – IX 2021	IX 2022 VIII 2022	IX 2022 IX 2021	I – IX 2022 I – IX 2021
O	Public administration and defence; compulsory social security	12 039	12 119	11 932	11 798	98,5	107,5	105,4	97,0	95,3	95,9
84	Public administration and defence; compulsory social security	12 039	12 119	11 932	11 798	98,5	107,5	105,4	97,0	95,3	95,9
84.1	Administration of the State and the economic and social policy of the community	12 294	12 328	12 275	12 097	99,6	111,1	108,7	98,1	98,5	98,9
84.2	Provision of services to the community as a whole	12 061	12 193	11 874	11 787	97,4	105,0	103,3	96,0	93,1	94,0
84.3	Compulsory social security activities	10 232	10 226	10 241	9 972	100,1	106,0	102,9	98,6	94,0	93,6
P	Education	10 919	11 104	11 110	10 865	100,1	104,5	103,5	98,6	92,6	94,2
85	Education	10 919	11 104	11 110	10 865	100,1	104,5	103,5	98,6	92,6	94,2
85.1	Pre-primary education	8 459	8 571	8 486	8 427	99,0	103,4	102,9	97,5	91,7	93,6
85.2	Primary education	10 501	10 601	10 629	10 338	100,3	105,2	103,7	98,8	93,3	94,4
85.3	Secondary education	11 142	11 473	11 473	11 142	100,0	104,9	103,8	98,5	93,0	94,4
85.4	Higher education	15 653	15 952	16 143	15 696	101,2	105,0	103,8	99,7	93,1	94,4
85.5	Other education	7 828	7 861	7 966	7 902	101,3	106,5	105,9	99,8	94,4	96,4
85.6	Educational support activities	11 013	10 460	10 784	10 562	103,1	101,0	98,1	101,6	89,5	89,3
Q	Human health and social work activities	12 735	12 818	12 322	12 541	96,1	106,0	104,4	94,7	94,0	95,0
86	Human health activities	13 821	13 876	13 325	13 616	96,0	105,1	103,5	94,6	93,2	94,2
86.1	Hospital activities	14 582	14 630	13 942	14 368	95,3	105,4	103,6	93,9	93,4	94,3
86.2	Medical and dental practice activities	12 316	12 335	12 172	12 137	98,7	104,7	103,6	97,2	92,8	94,3
86.9	Other human health activities	12 438	12 616	12 065	12 207	95,6	104,6	103,2	94,2	92,7	93,9
87	Residential care activities	8 405	8 612	8 282	8 299	96,2	106,3	104,7	94,8	94,2	95,3
87.1	Residential nursing care activities	7 813	8 167	7 565	7 702	92,6	105,0	104,8	91,2	93,1	95,4
87.2	Residential care activities for mental retardation, mental health and substance abuse	9 105	9 278	8 969	8 992	96,7	105,0	103,8	95,3	93,1	94,4
87.3	Residential care activities for the elderly and disabled	7 809	7 985	7 690	7 706	96,3	106,8	105,1	94,9	94,7	95,6
87.9	Other residential care activities	10 249	10 486	10 097	10 123	96,3	106,7	104,7	94,9	94,6	95,3
88	Social work activities without accommodation	9 047	9 169	8 958	8 806	97,7	112,3	110,6	96,3	99,6	100,6
88.1	Social work activities without accommodation for the elderly and disabled	7 248	7 388	7 524	7 277	101,8	109,9	104,9	100,3	97,4	95,5
88.9	Other social work activities without accommodation	9 192	9 305	9 058	8 919	97,3	112,5	111,1	95,9	99,7	101,1

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 pay-offs in the current for the previous month, which is in line with the pay-off dynamics in most legal entities, so the average earnings refer to the month for which the pay-off has been received. It does not apply to paid-off 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 off net earnings comprise income of a person in employment earned for work done during regular working hours as well as annual leave, paid leave, public holidays and day-offs 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 pay-offs 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 pay-offs 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 index 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 shows 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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