

## First Release

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

The average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia for April 2025 amounted to **1 439 euro**, which represented a nominal decrease of 0.6% and a real one of 1.2%, as compared to March 2025.

The average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia for April 2025 amounted to **1 998 euro**, which represented a nominal decrease of 0.8% and a real one of 1.4%, as compared to March 2025.

The highest average monthly paid net earnings per person in paid employment in legal entities for April 2025 were paid in the activity Information service activities and amounted to **2 812 euro**, while the lowest earnings were paid in the activity Manufacture of wearing apparel and amounted to **925 euro**.

The highest average monthly gross earnings per person in paid employment in legal entities for April 2025 were paid in the activity Information service activities and amounted to **4 287 euro**, while the lowest earnings were paid in the activity Manufacture of wearing apparel and amounted to **1 210 euro**.

The average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia for April 2025 were **8.8%** higher in nominal terms and **5.4%** 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 April 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.

In the period from January to April 2025, the average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 1 424 euro, which represented a nominal increase of 10.9% and a real one of 7.1%, as compared to the same period of 2024.

In the period from January to April 2025, the average monthly paid gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 1 976 euro, which represented a nominal increase of 11.8% and a real one of 8.0%, as compared to the same period of 2024.

In April 2025, there were 174 paid hours on average, which was an increase of 4.8%, as compared to March 2025. The highest number of paid hours was recorded in the activity Water transport (184) and the lowest one in the Social work activities without accommodation (163).

The average monthly paid net earnings per hour for April 2025 amounted to 8.08 euro, which was 4.5% lower than in March 2025. As compared to the same month of the previous year, they increased by 8.9%.

The average monthly gross earnings per hour for April 2025 amounted to 11.22 euro, which was 4.7% lower than in March 2025. As compared to the same month of the previous year, they increased by 9.3%.

Median net earnings for April 2025 amounted to **1 218 euro**, which was 1.5% higher than in March 2025. As compared to the same month of the previous year, they increased by **9.7%**.

Median gross earnings for April 2025 amounted to **1 656 euro**, which was 2.2% higher than in March 2025. As compared to the same month of the previous year, they increased by **10.4%**.

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

1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR APRIL 2025

	IV 2025	I – IV 2025	Indices		
			<u>IV 2025</u> III 2025	<u>IV 2025</u> IV 2024	<u>I – IV 2025</u> I – IV 2024
<b>Net earnings</b>					
Average monthly paid net earnings per employee, euro	1 439	1 424	99,4	108,8	110,9
Real net earnings per employee			98,8	105,4	107,1
<b>Gross earnings</b>					
Average monthly gross earnings per employee, euro	1 998	1 976	99,2	109,2	111,8
Real gross earnings per employee			98,6	105,8	108,0
<b>Net earnings per hour</b>					
Average paid net earnings per hour, euro	8,08	8,16	95,5	108,9	111,9
Real net earnings per hour			94,9	105,5	108,1
<b>Gross earnings per hour</b>					
Average monthly gross earnings per hour, euro	11,22	11,33	95,3	109,3	113,0
Real gross earnings per hour			94,7	105,9	109,2

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

	IV 2025	
	Net earnings, euro	Gross earnings, euro
First (lower) quartile	935	1 210
Second quartile (median)	1 218	1 656
Third (upper) quartile	1 658	2 305
Fourth quartile	z	z

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

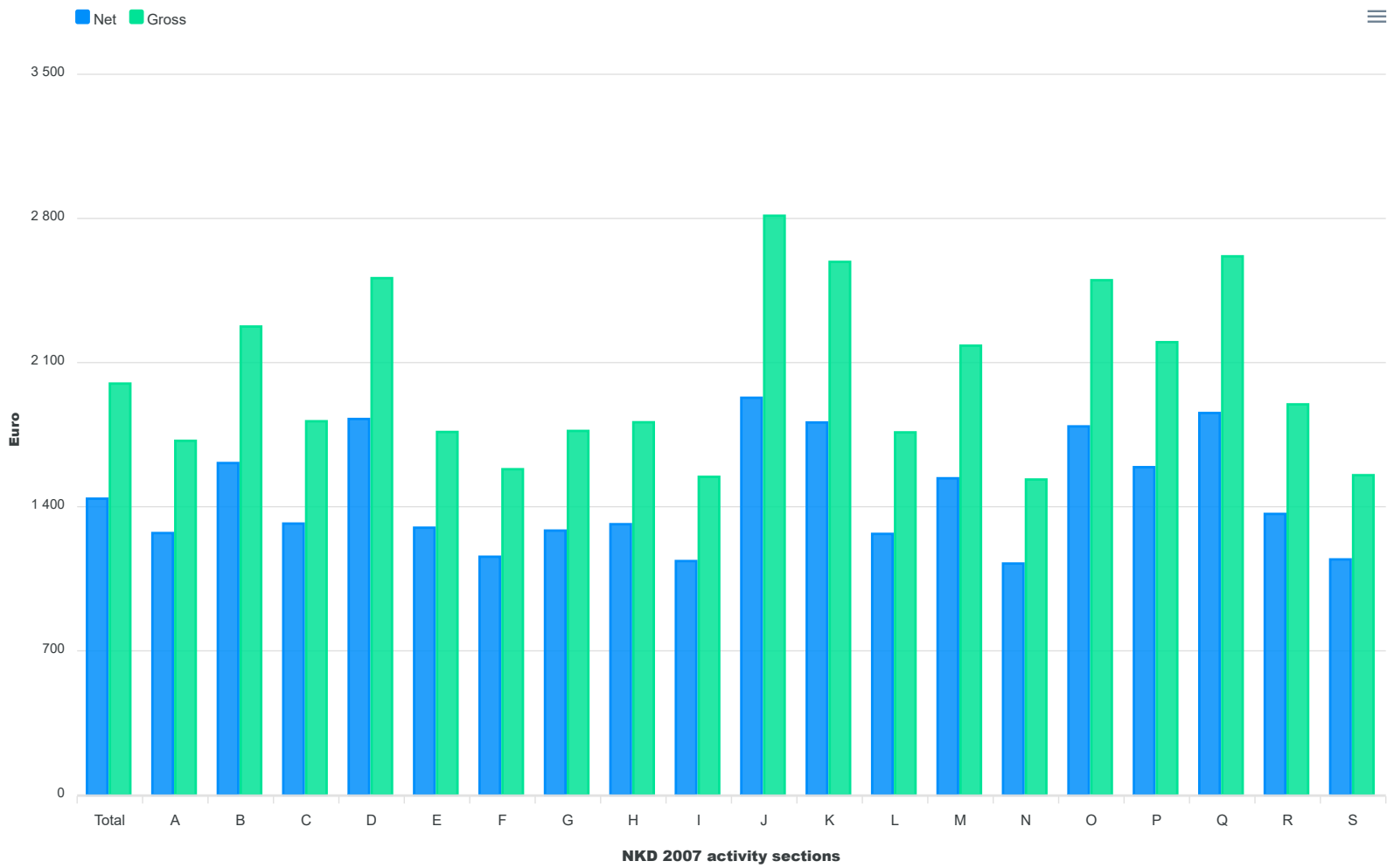
	IV 2025	
	Net earnings, euro	Gross earnings, euro
First decile	811	1 038
Second decile	888	1 169
Third decile	983	1 294
Fourth decile	1 092	1 455
Fifth decile (median)	1 218	1 656
Sixth decile	1 374	1 889
Seventh decile	1 552	2 156
Eighth decile	1 783	2 494
Ninth decile	2 185	3 109
Tenth decile	z	z

4 PAID OFF NON-TAXABLE INCOMES, ACCORDING TO NKD 2007<sup>1)</sup>, APRIL 2025

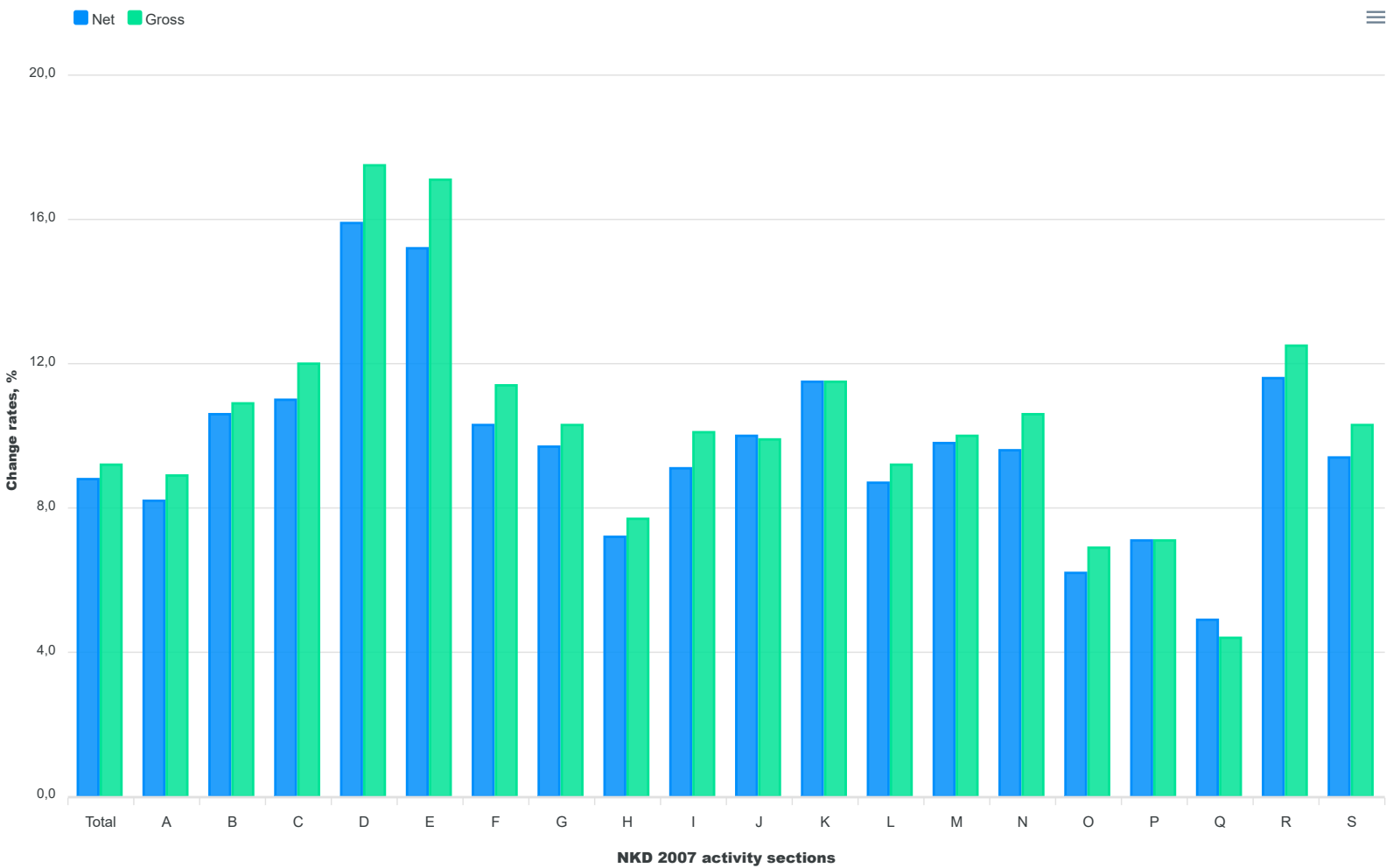
		IV 2025	
		Average non-taxable income by number of receivers, euro	Average non-taxable income by number of persons in employment who received earnings, euro
	Total	217	183
A	Agriculture, forestry and fishing	324	293
B	Mining and quarrying	290	269
C	Manufacturing	252	220
D	Electricity, gas, steam and air conditioning supply	154	148
E	Water supply; sewerage, waste management and remediation activities	226	216
F	Construction	244	165
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	219	189
H	Transportation and storage	256	207
I	Accommodation and food service activities	213	154
J	Information and communication	277	225
K	Financial and insurance activities	491	464
L	Real estate activities	265	168
M	Professional, scientific and technical activities	271	200
N	Administrative and support service activities	195	151
O	Public administration and defence; compulsory social security	124	120
P	Education	129	122
Q	Human health and social work activities	144	134
R	Arts, entertainment and recreation	221	189
S	Other service activities	208	112

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.

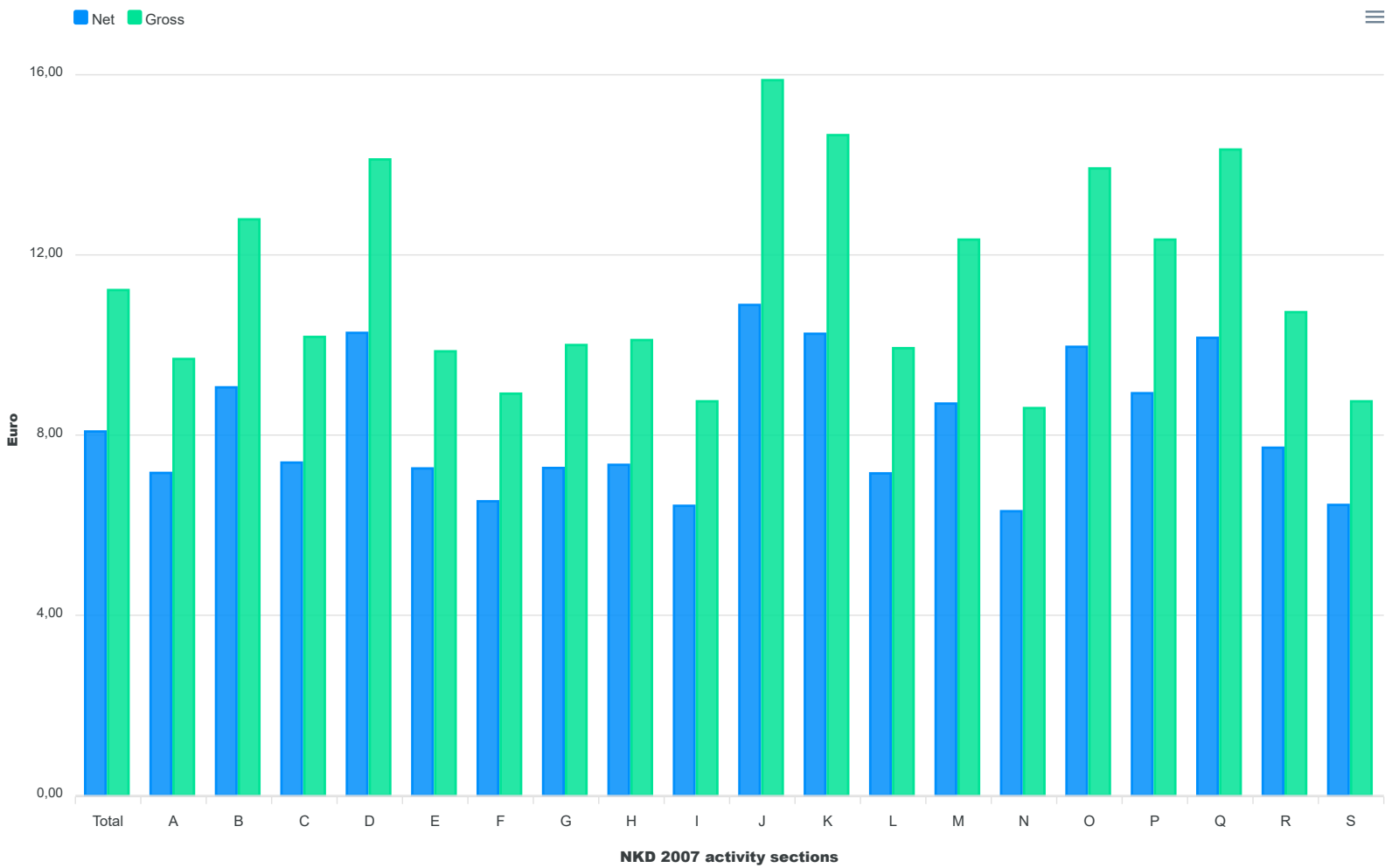
G-1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR APRIL 2025, ACCORDING TO NKD 2007



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



G-3 AVERAGE MONTHLY NET AND GROSS EARNINGS PER PAID HOUR FOR APRIL 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

**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 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 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 benefits 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 payments 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 payments 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 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 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

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