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AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT FOR NOVEMBER 2024

The average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia for November 2024 amounted to **1 366 euro**, which represented a nominal increase of 1.9% and a real increase of 1.5%, as compared to October 2024.

The average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia for November 2024 amounted to **1 900 euro**, which represented a nominal increase of 2.4% and a real increase of 2.0%, as compared to October 2024.

The highest average monthly paid net earnings per person in paid employment in legal entities for November 2024 were paid in the activity Air transport and amounted to **2 133 euro**, while the lowest earnings were paid in the activity Manufacture of wearing apparel and amounted to **863 euro**.

The highest average monthly gross earnings per person in paid employment in legal entities for November 2024 were paid in the activity Air transport and amounted to **3 106 euro**, while the lowest earnings were paid in the activity Manufacture of wearing apparel and amounted to **1 121 euro**.

The average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia for November 2024 were **13.1%** higher in nominal terms and **10.0%** 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 November 2024 were **13.2%** higher in nominal terms and **10.1%** higher in real terms, as compared to the same month of the previous year.

In the period from January to November 2024, the average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 1 314 euro, which represented a nominal increase of 14.9% and a real one of 11.7%, as compared to the same period of 2023.

In the period from January to November 2024, the average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 1 816 euro, which represented a nominal increase of 14.9% and a real one of 11.7%, as compared to the same period of 2023.

In November 2024, there were 166 paid hours on average, which was a decrease of 8.8%, as compared to October 2024. The highest number of paid hours was recorded in the Mining support service activities (182) and the lowest one in Services to buildings and landscape activities (150).

The average monthly paid net earnings per hour for November 2024 amounted to 7.99 euro, which was 10.8% higher than in October 2024. As compared to the same month of the previous year, they increased by 17.8%.

The average monthly gross earnings per hour for November 2024 amounted to 11.11 euro, which was 11.4% higher than in October 2024. As compared to the same month of the previous year, they increased by 17.9%.

Median net earnings for November 2024 amounted to **1 162 euro**, which was 0.2% higher than in October 2024. As compared to the same month of the previous year, they increased by **12.8%**.

Median gross earnings for November 2024 amounted to **1 578 euro**, which was 0.2% higher than in October 2024. As compared to the same month of the previous year, they increased by **12.9%**.

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

1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR NOVEMBER 2024

	XI 2024	I - XI 2024	Indices		
			XI 2024 X 2024	XI 2024 XI 2023	I - XI 2024 I - XI 2023
Net earnings					
Average monthly paid net earnings per employee, euro	1 366	1 314	101,9	113,1	114,9
Real net earnings per employee			101,5	110,0	111,7
Gross earnings					
Average monthly gross earnings per employee, euro	1 900	1 816	102,4	113,2	114,9
Real gross earnings per employee			102,0	110,1	111,7
Net earnings per hour					
Average monthly paid net earnings per hour, euro	7,99	7,42	110,8	117,8	114,3
Real net earnings per hour			110,4	114,6	111,1
Gross earnings per hour					
Average monthly gross earnings per hour, euro	11,11	10,25	111,4	117,9	114,4
Real gross earnings per hour			111,0	114,7	111,2

2 DISTRIBUTION OF NET AND GROSS EARNINGS, BY QUARTILES, FOR NOVEMBER 2024

	XI 2024	
	Net earnings, euro	Gross earnings, euro
First (lower) quartile	867	1 117
Second quartile (median)	1 162	1 578
Third (upper) quartile	1 600	2 232
Fourth quartile	z	z

3 DISTRIBUTION OF NET AND GROSS EARNINGS, BY DECILES, FOR NOVEMBER 2024

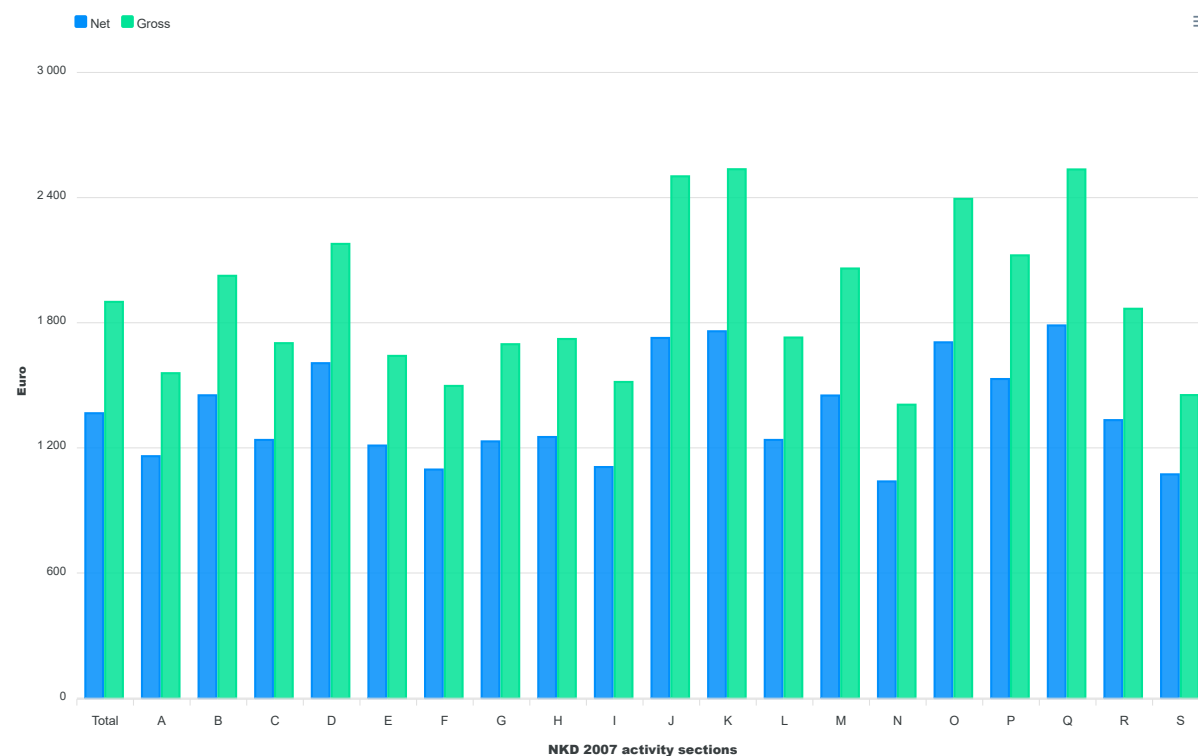
	XI 2024	
	Net earnings, euro	Gross earnings, euro
First decile	745	930
Second decile	821	1 040
Third decile	919	1 205
Fourth decile	1 031	1 388
Fifth decile (median)	1 162	1 578
Sixth decile	1 314	1 809
Seventh decile	1 498	2 079
Eighth decile	1 722	2 416
Ninth decile	2 124	3 045
Tenth decile	z	z

4 PAID OFF NON-TAXABLE INCOMES, ACCORDING TO NKD 2007¹⁾, NOVEMBER 2024

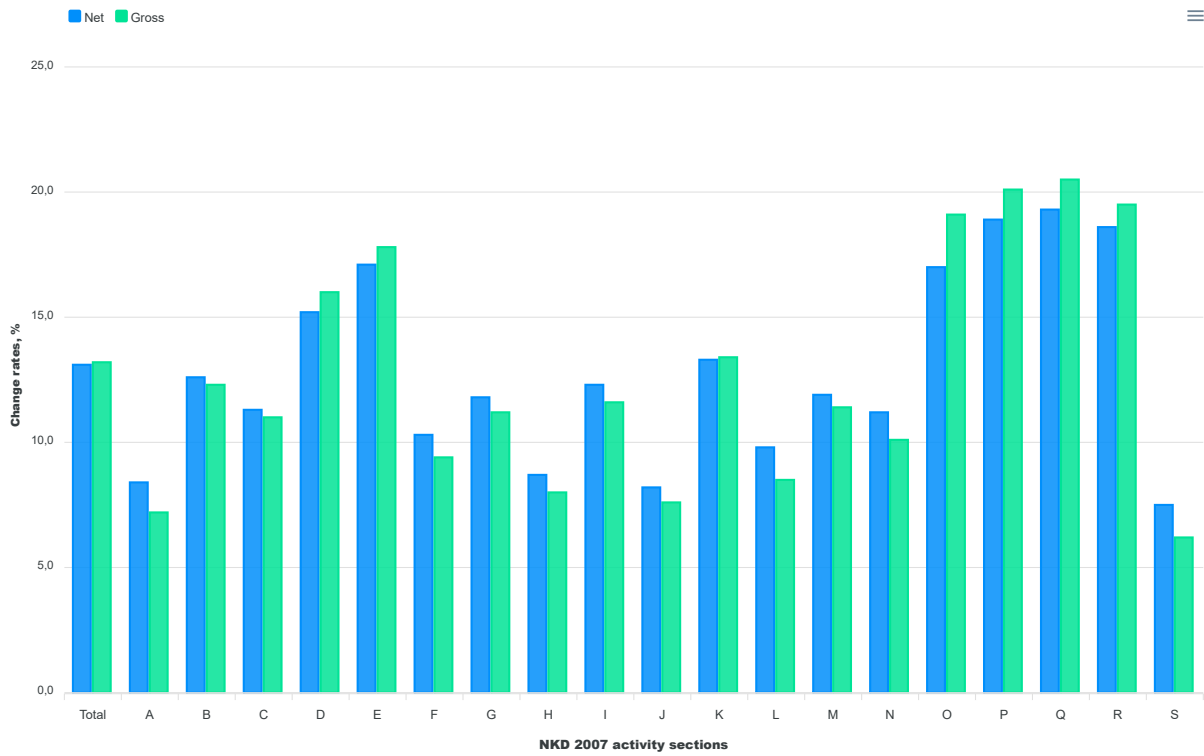
	XI 2024	
	Average non-taxable income by number of receivers, euro	Average non-taxable income by number of persons in employment who received earnings, euro
Total	110	1
A Agriculture, forestry and fishing	121	1
B Mining and quarrying	70	2
C Manufacturing	98	1
D Electricity, gas, steam and air conditioning supply	103	1
E Water supply; sewerage, waste management and remediation activities	77	2
F Construction	141	1
G Wholesale and retail trade; repair of motor vehicles and motorcycles	105	1
H Transportation and storage	82	1
I Accommodation and food service activities	135	1
J Information and communication	121	0
K Financial and insurance activities	94	1
L Real estate activities	87	1
M Professional, scientific and technical activities	129	1
N Administrative and support service activities	95	2
O Public administration and defence; compulsory social security	116	1
P Education	95	0
Q Human health and social work activities	126	2
R Arts, entertainment and recreation	104	2
S Other service activities	160	2

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.

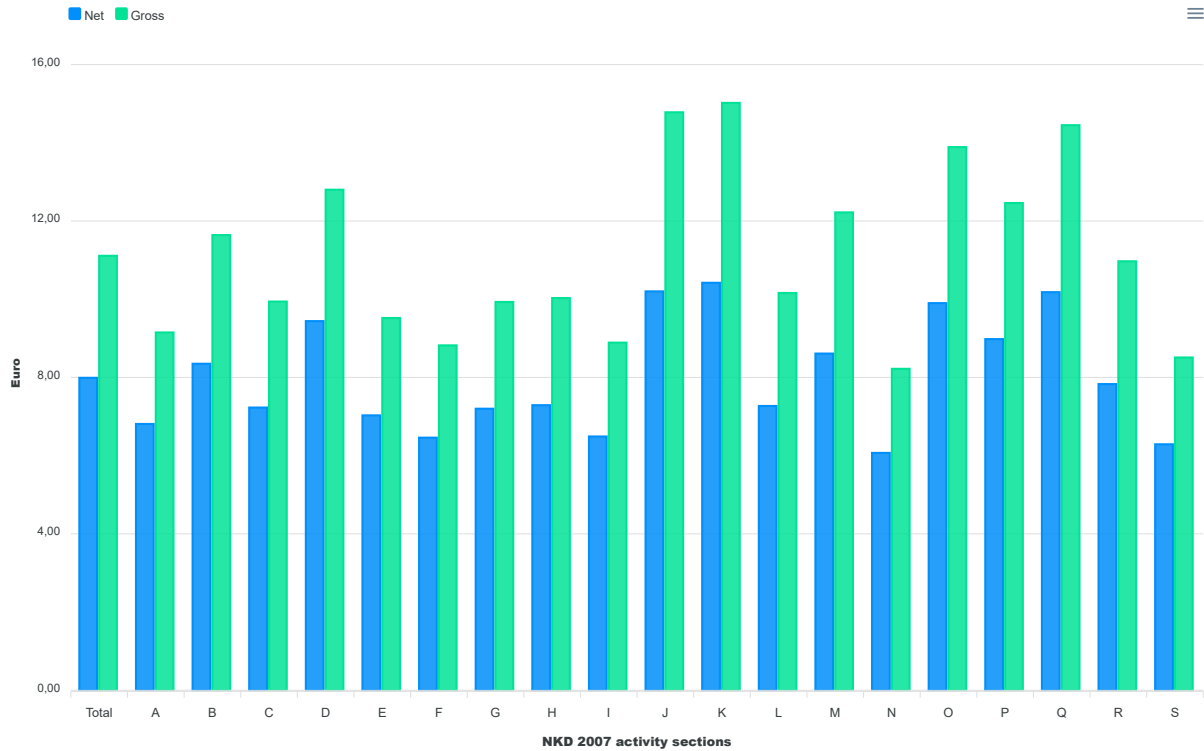
G-1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR NOVEMBER 2024, ACCORDING TO NKD 2007



G-2 ANNUAL CHANGE RATES OF AVERAGE NET AND GROSS EARNINGS FOR NOVEMBER 2024, ACCORDING TO NKD 2007



G-3 AVERAGE MONTHLY NET AND GROSS EARNINGS PER PAID HOUR FOR NOVEMBER 2024, 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 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

Symbols

0 value not zero but less than 0.5 of the unit of measure used

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, Director General

Prepared by:

Dean Maslovara, Marinka Radman Ćosić and Zdenka Mandarić

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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