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AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT, BY COUNTIES, FOURTH QUARTER OF 2023

Data on average earnings, by counties, were obtained by processing data from the JOPPD form and are published regularly on a quarterly basis. The processing was performed according to the predominant NKD 2007 activity and place of permanent/temporary residence.

The average monthly paid net earnings per person in employment in legal entities in the fourth quarter of 2023, compared to the same period of 2022, increased in all counties. The highest increase was recorded in the County of Požega-Slavonia and County of Vukovar-Srijem, of 17.1% in each, and the lowest in the City of Zagreb, of 12.3%.

The highest average monthly paid net earnings per person in employment in legal entities in the fourth quarter of 2023 were paid in the City of Zagreb, amounting to 1 380 euro, while the lowest were paid in the County of Virovitica-Podravina, amounting to 1 043 euro.

The average monthly gross earnings per person in employment in legal entities in the fourth quarter of 2023, compared to the same quarter of 2022, increased in all counties. The highest increase was recorded in the County of Vukovar-Srijem, of 18.5%, and the lowest in the City of Zagreb, of 13.5%.

The highest average monthly gross earnings per person in employment in legal entities in the fourth quarter of 2023 were recorded in the City of Zagreb, amounting to 1 982 euro, and the lowest in the County of Virovitica-Podravina, amounting to 1 383 euro.

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

1 AVERAGE MONTHLY PAID NET EARNINGS PER PERSON IN EMPLOYMENT IN LEGAL ENTITIES, BY COUNTIES

County	Average monthly paid net earnings per person in employment, euro				Nominal indices of change in average monthly paid net earnings according to payments for month			
	X 2023	XI 2023	XII 2023	X - XII 2023	X 2023 X 2022	XI 2023 XI 2022	XII 2023 XII 2022	X - XII 2023 X - XII 2022
Republic of Croatia	1 178	1 208	1 191	1 192	114,6	115,0	113,9	114,5
Zagreb	1 187	1 217	1 210	1 205	114,2	114,7	114,2	114,4
Krapina-Zagorje	1 145	1 168	1 154	1 156	115,7	116,0	114,5	115,4
Sisak-Moslavina	1 092	1 110	1 113	1 105	116,2	116,4	116,4	116,3
Karlovac	1 158	1 181	1 167	1 169	114,4	111,1	114,9	113,5
Varaždin	1 098	1 125	1 102	1 108	114,4	115,3	113,5	114,3
Koprivnica-Križevci	1 070	1 083	1 100	1 084	114,3	114,6	115,8	114,8
Bjelovar-Bilogora	1 067	1 076	1 076	1 073	117,1	116,7	116,1	116,6
Primorje-Gorski kotar	1 188	1 204	1 194	1 195	115,8	115,4	114,0	115,1
Lika-Senj	1 105	1 089	1 100	1 098	116,6	114,3	114,0	115,0
Virovitica-Podravina	1 037	1 041	1 050	1 043	115,5	115,8	116,0	115,8
Požega-Slavonia	1 068	1 084	1 079	1 077	117,0	116,9	117,3	117,1
Slavonski Brod-Posavina	1 070	1 084	1 063	1 072	116,7	117,3	116,4	116,8
Zadar	1 108	1 131	1 129	1 123	115,2	115,2	115,9	115,5
Osijek-Baranja	1 103	1 134	1 126	1 121	115,4	116,4	116,3	116,0
Šibenik-Knin	1 099	1 121	1 136	1 119	115,9	115,8	116,9	116,3
Vukovar-Srijem	1 058	1 077	1 075	1 070	116,6	117,6	117,0	117,1
Split-Dalmatia	1 132	1 165	1 140	1 145	115,7	116,7	115,4	115,9
Istria	1 114	1 139	1 126	1 126	114,0	114,4	113,4	113,9
Dubrovnik-Neretva	1 110	1 130	1 130	1 123	115,6	115,4	116,1	115,8
Međimurje	1 098	1 135	1 099	1 111	115,7	116,9	113,5	115,4
City of Zagreb	1 361	1 408	1 370	1 380	112,7	113,3	110,8	112,3

2 AVERAGE MONTHLY GROSS EARNINGS PER PERSON IN EMPLOYMENT IN LEGAL ENTITIES, BY COUNTIES

County	Average monthly gross earnings per person in employment, euro				Nominal indices of change in average monthly gross earnings according to payments for month			
	X 2023	XI 2023	XII 2023	X – XII 2023	$\frac{X\ 2023}{X\ 2022}$	$\frac{XI\ 2023}{XI\ 2022}$	$\frac{XII\ 2023}{XII\ 2022}$	$\frac{X - XII\ 2023}{X - XII\ 2022}$
Republic of Croatia	1 630	1 679	1 620	1 643	116,8	117,3	113,5	115,9
Zagreb	1 634	1 684	1 629	1 649	116,3	117,0	113,1	115,5
Krapina-Zagorje	1 541	1 582	1 539	1 554	117,8	118,8	114,9	117,1
Sisak-Moslavina	1 478	1 506	1 484	1 489	118,4	118,7	116,4	117,8
Karlovac	1 565	1 605	1 551	1 573	116,7	112,9	114,7	114,7
Varaždin	1 494	1 540	1 473	1 502	116,8	118,1	113,4	116,1
Koprivnica-Križevci	1 445	1 466	1 465	1 459	116,3	116,7	115,8	116,3
Bjelovar-Bilogora	1 430	1 447	1 409	1 428	119,6	119,3	115,4	118,0
Primorje-Gorski kotar	1 646	1 673	1 631	1 650	117,9	117,7	114,1	116,6
Lika-Senj	1 490	1 468	1 458	1 472	119,1	116,8	113,8	116,5
Virovitica-Podravina	1 385	1 392	1 372	1 383	117,6	118,1	115,1	116,9
Požega-Slavonia	1 437	1 467	1 422	1 442	119,3	119,3	116,4	118,3
Slavonski Brod-Posavina	1 438	1 460	1 397	1 431	119,1	120,0	115,6	118,2
Zadar	1 505	1 543	1 500	1 516	117,6	117,8	115,4	116,9
Osijek-Baranja	1 499	1 550	1 496	1 515	117,7	119,0	115,4	117,4
Šibenik-Knin	1 500	1 532	1 521	1 518	118,6	118,5	116,7	117,9
Vukovar-Srijem	1 404	1 433	1 398	1 411	119,0	120,2	116,5	118,5
Split-Dalmatia	1 555	1 608	1 534	1 565	118,1	119,3	114,9	117,4
Istria	1 524	1 565	1 514	1 534	116,1	116,6	112,9	115,2
Dubrovnik-Neretva	1 517	1 547	1 505	1 523	117,6	117,4	115,1	116,7
Međimurje	1 468	1 526	1 445	1 480	118,1	119,3	113,2	116,9
City of Zagreb	1 960	2 038	1 950	1 982	114,5	115,2	110,8	113,5

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.

Data on counties are presented according to the place of permanent/temporary residence by the territorial constitution in accordance with the Act on the Territories of Counties, Towns and Municipalities in the Republic of Croatia (NN, Nos 86/06, 125/06, 16/07, 95/08, 46/10, 145/10, 37/13, 44/13, 45/13 and 110/15).

Definitions

Average monthly paid 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.

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.

Abbreviations

NKD 2007 National Classification of Activities, 2007 version

NN Narodne novine, official gazette of the Republic of Croatia

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