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

For November 2022, the average monthly paid off net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 7 914 kuna, which represented a nominal increase of 2.2% and a real one of 1.3%, as compared to October 2022.

For November 2022, the average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 10 785 kuna, which represented a nominal increase of 2.5% and a real one of 1.6%, as compared to October 2022.

The highest average monthly paid off net earnings per person in paid employment in legal entities for November 2022 were paid off in the activity Air transport and amounted to 12 377 kuna, while the lowest earnings were paid off in the activity Security and investigation activities and amounted to 4 861 kuna.

The highest average monthly gross earnings per person in paid employment in legal entities for November 2022 were paid off in the activity Computer programming, consultancy and related activities and amounted to 17 735 kuna, while the lowest earnings were paid off in the activity Security and investigation activities and amounted to 6 286 kuna.

The average monthly paid off net earnings per person in paid employment in legal entities in the Republic of Croatia for November 2022 were nominally 7.9% higher and really 4.9% 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 November 2022 were nominally 8.8% higher and really 4.1% lower, as compared to the same month last year.

In the period from January to November 2022, the average monthly paid off net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 7 632 kuna, which represented a nominal increase of 7.3% and a real decrease of 3.0%, as compared to the same period of 2021.

In the period from January to November 2022, the average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 10 368 kuna, which represented a nominal increase of 8.2% and a real decrease of 2.2%, as compared to the same period of 2021.

In November 2022, there were 174 paid hours on average, which means that they increased by 4.2%, as compared to October 2022. The greatest number of paid hours was recorded in the activity Mining support service activities and Manufacture of tobacco products (182) and the smallest one in Social work activities without accommodation (159).

The average monthly paid off net earnings per hour for November 2022 amounted to 44.45 kuna, which was 1.8% lower than in October 2022. As compared to the same month last year, they increased by 8.0%.

The average monthly gross earnings per hour for November 2022 amounted to 60.58 kuna, which was 1.4% lower than in October 2022. As compared to the same month last year, they increased by 8.8%.

Median net earnings for November 2022 amounted to 6 687 kuna, while median gross earnings amounted to 8 803 kuna.

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

1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR NOVEMBER 2022

	XI 2022	I - XI 2022	Indices		
			XI 2022 X 2022	XI 2022 XI 2021	I - XI 2022 I - XI 2021
Net earnings					
Average monthly paid off net earnings per employee, kuna	7 914	7 632	102,2	107,9	107,3
Real net earnings per employee			101,3	95,1	97,0
Gross earnings					
Average monthly gross earnings per employee, kuna	10 785	10 368	102,5	108,8	108,2
Real gross earnings per employee			101,6	95,9	97,8
Net earnings per hour					
Average paid off net earnings per hour, kuna	44,45	43,43	98,2	108,0	107,1
Real net earnings per hour			97,3	95,2	96,8
Gross earnings per hour					
Average monthly gross earnings per hour, kuna	60,58	59,00	98,6	108,8	108,0
Real gross earnings per hour			97,7	95,9	97,6

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

	XI 2022	
	Net earnings, kuna	Gross earnings, kuna
First (lower) quartile	5 008	6 405
Second quartile (median)	6 687	8 803
Third (upper) quartile	9 192	12 434
Fourth quartile	z	z

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

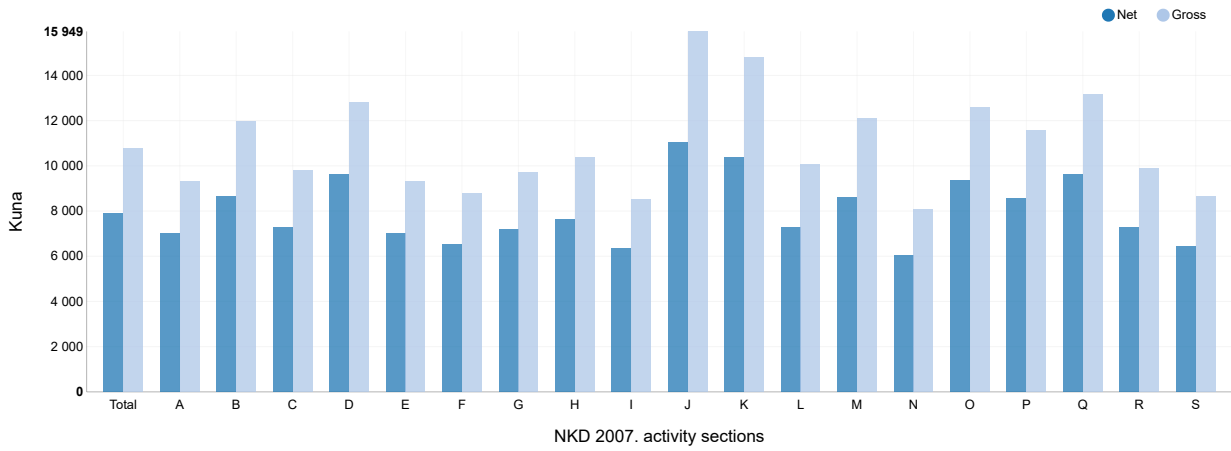
	XI 2022	
	Net earnings, kuna	Gross earnings, kuna
First decile	4 284	5 319
Second decile	4 779	6 177
Third decile	5 313	6 781
Fourth decile	5 988	7 718
Fifth decile (median)	6 687	8 803
Sixth decile	7 540	10 066
Seventh decile	8 588	11 593
Eighth decile	9 912	13 481
Ninth decile	12 365	17 406
Tenth decile	z	z

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

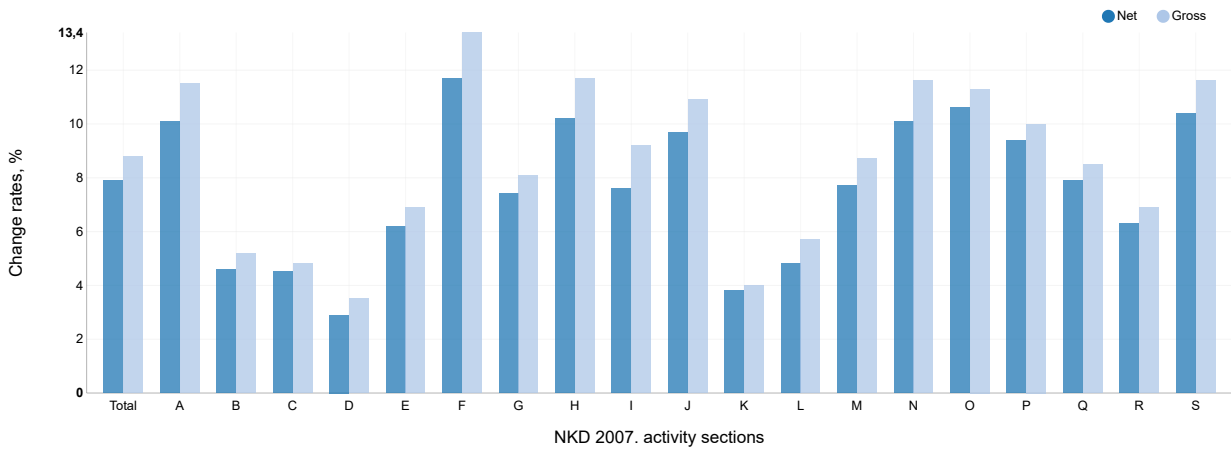
	XI 2022	
	Average non-taxable income by number of receivers, kuna	Average non-taxable income by number of persons in employment who received earnings, kuna
Total	801	10
A Agriculture, forestry and fishing	549	13
B Mining and quarrying	488	17
C Manufacturing	677	8
D Electricity, gas, steam and air conditioning supply	624	9
E Water supply; sewerage, waste management and remediation activities	582	11
F Construction	935	11
G Wholesale and retail trade; repair of motor vehicles and motorcycles	572	7
H Transportation and storage	1 014	14
I Accommodation and food service activities	712	9
J Information and communication	956	4
K Financial and insurance activities	868	2
L Real estate activities	1 559	13
M Professional, scientific and technical activities	922	14
N Administrative and support service activities	720	31
O Public administration and defence; compulsory social security	606	4
P Education	854	2
Q Human health and social work activities	1 349	22
R Arts, entertainment and recreation	815	4
S Other service activities	1 202	15

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.

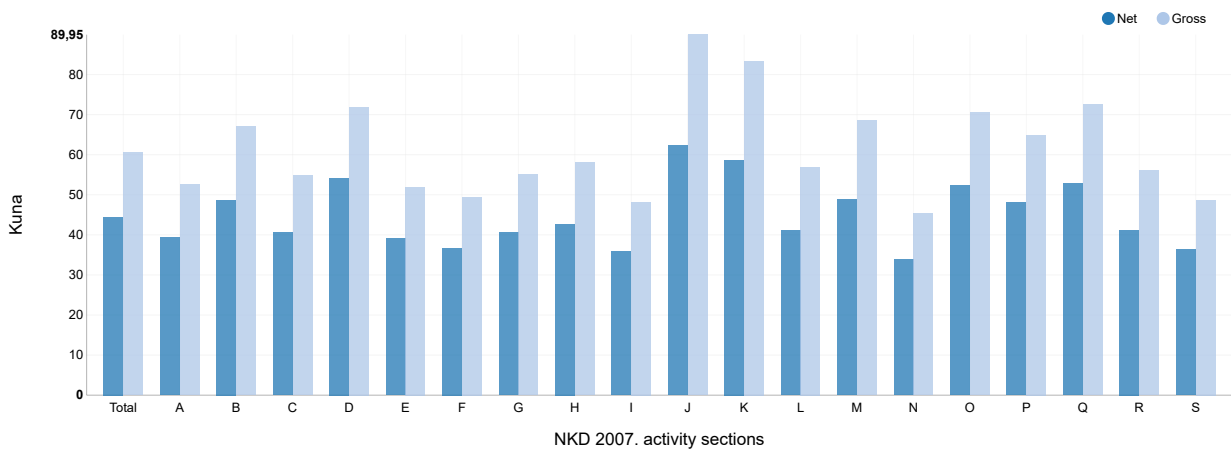
G-1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR NOVEMBER 2022, ACCORDING TO NKD 2007.



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



G-3 AVERAGE MONTHLY NET AND GROSS EARNINGS PER PAID HOUR FOR NOVEMBER 2022, 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 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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