

## First Release

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

Data on average earnings, by sex, 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, which is why data by activities are not comparable with hitherto published monthly data.

The average monthly paid net earnings per person in employment in legal entities of the Republic of Croatia in the fourth quarter of 2023 amounted to 1 156 euro for women and to 1 224 euro for men.

Compared to the same period last year, the average net earnings increased by 15.5% for women and by 13.9% for men. The greatest increase in the average net earnings was recorded in Public administration and defence; compulsory social security (18.9% for women and 17.4% for men).

In the fourth quarter of 2023, women had the highest net earnings in the activity Electricity, gas, steam and air conditioning supply, which amounted to 1 427 euro, and the lowest net earnings in Administrative and support service activities, which amounted to 912 euro. The highest average net earnings for men were recorded in Human health and social work activities, 1 787 euro, while the lowest net earnings were recorded in Administrative and support service activities, 940 euro.

The average monthly gross earnings per person in employment in the fourth quarter of 2023 amounted to 1 589 euro for women and to 1 688 euro for men.

Compared to the same period last year, the average gross earnings increased by 16.8% for women and by 15.1% for men. The greatest increase in the average gross earnings for women was recorded in Human health and social work activities, of 21.1%, while for men it was recorded in Public administration and defence; compulsory social security, of 19.2%.

In the fourth quarter of 2023, women had the highest average gross earnings in the activity Information and communication, which amounted to 2 030 euro, and the lowest gross earnings in Administrative and support service activities, which amounted to 1 226 euro. The highest average gross earnings for men were recorded in Financial and insurance activities, 2 550 euro, while the lowest gross earnings were recorded in Administrative and support service activities, 1 272 euro.

In the fourth quarter of 2023, women had 171 paid hours on average and men 172 paid hours on average. The average monthly paid net earnings per hour in the fourth quarter of 2023 amounted to 6.58 euro for women and to 6.94 euro for men. The average monthly gross earnings per hour in the fourth quarter of 2023 amounted to 9.06 euro for women and to 9.58 euro for men.

In the fourth quarter of 2023, women had higher average gross earnings per hour than men in three activity sections, ranging from 15.3% in Construction to 1.1% in Electricity, gas, steam and air conditioning supply, while men had higher average gross earnings per hour than women in the remaining sixteen activity sections, ranging from 24.0% in Financial and insurance activities to 0.2% in Transportation and storage.

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

1 AVERAGE MONTHLY PAID NET EARNINGS PER PERSON IN EMPLOYMENT IN LEGAL ENTITIES, ACCORDING TO NKD 2007<sup>1)</sup> AND BY SEX

	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	XI	XII	X – XII	$\frac{X_{2023}}{X_{2022}}$	$\frac{XI_{2023}}{XI_{2022}}$	$\frac{XII_{2023}}{XII_{2022}}$	$\frac{X - XII_{2023}}{X - XII_{2022}}$
Total	1 178	1 208	1 191	1 192	114,6	115,0	113,9	114,5
Women	1 140	1 168	1 159	1 156	114,9	115,8	115,4	115,5
Men	1 211	1 241	1 219	1 224	114,4	114,3	112,8	113,9
A Agriculture, forestry and fishing	1 056	1 072	1 025	1 051	118,4	115,3	112,5	115,4
Women	954	1 012	956	974	116,8	116,1	112,6	115,1
Men	1 094	1 095	1 051	1 079	118,8	114,9	112,4	115,3
B Mining and quarrying	1 170	1 199	1 163	1 178	112,7	112,7	111,4	112,3
Women	1 087	1 105	1 081	1 091	111,3	111,1	110,6	111,0
Men	1 182	1 211	1 174	1 189	113,0	112,9	111,6	112,5
C Manufacturing	1 078	1 117	1 079	1 091	115,2	115,3	113,8	114,7
Women	956	989	968	971	115,2	116,1	115,0	115,3
Men	1 139	1 179	1 134	1 150	114,9	114,6	113,2	114,1
D Electricity, gas, steam and air conditioning supply	1 367	1 395	1 466	1 409	110,5	108,9	112,9	110,8
Women	1 358	1 395	1 527	1 427	110,6	109,0	119,0	112,9
Men	1 369	1 395	1 449	1 405	110,4	108,9	111,3	110,3
E Water supply; sewerage, waste management and remediation activities	1 038	1 052	1 064	1 051	113,9	111,8	113,4	113,0
Women	1 027	1 034	1 056	1 039	112,1	109,8	112,0	111,2
Men	1 041	1 057	1 066	1 054	114,5	112,3	113,8	113,5
F Construction	966	991	956	971	117,1	115,1	113,1	115,0
Women	1 045	1 121	1 048	1 071	117,3	116,9	110,8	114,9
Men	958	977	946	960	117,1	114,9	113,4	115,1
G Wholesale and retail trade; repair of motor vehicles and motorcycles	1 050	1 099	1 079	1 076	113,8	115,8	114,2	114,6
Women	965	1 011	994	990	113,5	115,5	115,0	114,7
Men	1 147	1 202	1 177	1 176	113,7	115,9	113,0	114,3
H Transportation and storage	1 124	1 146	1 129	1 133	115,9	113,8	112,2	114,0
Women	1 092	1 125	1 116	1 111	113,5	112,2	112,5	112,8
Men	1 133	1 153	1 132	1 139	116,6	114,4	112,0	114,2
I Accommodation and food service activities	971	986	959	972	116,6	117,2	113,9	115,9
Women	931	958	930	939	116,7	118,7	115,0	116,8
Men	1 013	1 014	989	1 006	116,4	115,5	112,8	115,0
J Information and communication	1 568	1 598	1 576	1 581	108,8	108,9	108,6	108,7
Women	1 399	1 428	1 403	1 410	108,9	109,3	108,3	108,8
Men	1 653	1 684	1 666	1 668	108,7	108,6	108,7	108,7
K Financial and insurance activities	1 436	1 553	1 503	1 496	106,9	112,6	107,4	108,9
Women	1 306	1 407	1 385	1 365	106,0	112,8	108,1	108,9
Men	1 709	1 848	1 740	1 765	108,9	112,1	106,2	109,1
L Real estate activities	1 078	1 131	1 071	1 093	113,1	116,5	112,5	114,0
Women	1 035	1 079	1 015	1 042	114,5	115,2	110,9	113,5
Men	1 116	1 177	1 120	1 137	112,0	117,7	113,8	114,5
M Professional, scientific and technical activities	1 274	1 298	1 274	1 282	113,0	113,7	111,7	112,8
Women	1 203	1 218	1 205	1 208	113,1	113,3	112,7	113,0
Men	1 339	1 370	1 338	1 349	113,1	113,9	110,9	112,6
N Administrative and support service activities	946	934	907	928	119,7	116,5	113,7	116,6
Women	936	926	880	912	122,2	118,6	113,7	117,8
Men	953	940	927	940	117,9	115,1	113,7	115,6
O Public administration and defence; compulsory social security	1 444	1 458	1 507	1 470	117,2	117,6	118,8	117,9
Women	1 357	1 363	1 391	1 370	118,2	118,3	120,4	118,9
Men	1 528	1 548	1 618	1 565	116,8	117,4	117,9	117,4
P Education	1 282	1 287	1 299	1 289	112,7	113,2	114,8	113,5
Women	1 235	1 239	1 253	1 242	112,9	113,4	115,1	113,7

	Men	1 463	1 469	1 473	1 468	112,5	113,2	114,2	113,3
Q	Human health and social work activities	1 478	1 496	1 537	1 504	117,0	117,5	120,6	118,4
	Women	1 390	1 407	1 445	1 414	117,3	117,7	121,1	118,7
	Men	1 758	1 774	1 829	1 787	116,1	116,3	119,4	117,3
R	Arts, entertainment and recreation	1 091	1 126	1 092	1 103	110,3	116,3	112,2	112,9
	Women	1 029	1 072	1 041	1 047	112,2	117,4	113,6	114,4
	Men	1 166	1 191	1 153	1 170	108,5	115,2	110,7	111,4
S	Other service activities	979	999	962	979	116,4	117,0	113,7	115,6
	Women	930	948	903	926	117,7	118,8	114,0	116,8
	Men	1 057	1 076	1 064	1 065	113,4	112,9	112,2	112,8

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.

2 AVERAGE MONTHLY GROSS EARNINGS PER PERSON IN EMPLOYMENT IN LEGAL ENTITIES, ACCORDING TO NKD 2007<sup>1)</sup> AND BY SEX

	Average monthly gross earnings per person in employment, euro				Nominal indices of change in average monthly gross earnings according to payments for month			
	X	XI	XII	X – XII	$\frac{X\ 2023}{X\ 2022}$	$\frac{XI\ 2023}{XI\ 2022}$	$\frac{XII\ 2023}{XII\ 2022}$	$\frac{X - XII\ 2023}{X - XII\ 2022}$
Total	1 630	1 679	1 620	1 643	116,8	117,3	113,5	115,9
Women	1 574	1 621	1 573	1 589	117,1	118,2	115,2	116,8
Men	1 677	1 727	1 660	1 688	116,4	116,5	112,3	115,1
A Agriculture, forestry and fishing	1 427	1 456	1 347	1 409	121,0	117,4	111,4	116,5
Women	1 289	1 380	1 253	1 306	119,6	118,5	111,0	116,2
Men	1 478	1 483	1 382	1 447	121,2	116,8	111,4	116,4
B Mining and quarrying	1 615	1 660	1 571	1 615	114,5	114,4	110,6	113,1
Women	1 517	1 551	1 472	1 513	113,0	113,0	109,4	111,7
Men	1 628	1 674	1 584	1 628	114,6	114,5	110,7	113,2
C Manufacturing	1 476	1 539	1 447	1 487	117,5	117,8	113,2	116,2
Women	1 298	1 354	1 282	1 311	117,6	118,8	114,0	116,7
Men	1 563	1 630	1 530	1 574	117,2	116,9	112,7	115,6
D Electricity, gas, steam and air conditioning supply	1 835	1 880	1 984	1 900	112,4	110,6	114,7	112,6
Women	1 864	1 923	2 146	1 978	112,6	110,5	123,0	115,4
Men	1 827	1 868	1 939	1 878	112,4	110,6	112,3	111,8
E Water supply; sewerage, waste management and remediation activities	1 401	1 425	1 411	1 412	116,2	113,5	112,9	114,1
Women	1 402	1 413	1 415	1 410	114,0	111,0	111,2	112,1
Men	1 401	1 428	1 410	1 413	116,8	114,1	113,3	114,8
F Construction	1 321	1 363	1 272	1 318	120,1	117,7	112,1	116,5
Women	1 461	1 588	1 428	1 491	120,0	119,4	109,1	116,0
Men	1 307	1 339	1 255	1 300	120,2	117,5	112,5	116,6
G Wholesale and retail trade; repair of motor vehicles and motorcycles	1 443	1 525	1 454	1 474	115,8	118,4	113,2	115,8
Women	1 313	1 388	1 320	1 340	115,7	118,1	113,9	115,9
Men	1 594	1 685	1 609	1 629	115,7	118,5	112,2	115,4
H Transportation and storage	1 548	1 585	1 527	1 553	118,3	115,8	111,5	115,1
Women	1 511	1 564	1 520	1 532	115,6	113,7	111,9	113,7
Men	1 559	1 591	1 529	1 559	119,0	116,4	111,4	115,5
I Accommodation and food service activities	1 332	1 357	1 277	1 322	119,2	120,0	112,7	117,4
Women	1 270	1 315	1 231	1 272	119,5	121,9	113,8	118,4
Men	1 396	1 399	1 322	1 373	118,9	118,0	111,6	116,2
J Information and communication	2 279	2 329	2 260	2 289	109,8	109,9	107,9	109,2
Women	2 021	2 069	2 000	2 030	109,9	110,4	107,7	109,3
Men	2 409	2 459	2 394	2 421	109,7	109,5	108,0	109,1
K Financial and insurance activities	2 053	2 237	2 124	2 136	107,9	114,0	106,5	109,4
Women	1 852	2 010	1 946	1 935	107,0	114,5	107,3	109,5
Men	2 475	2 696	2 481	2 550	110,0	113,4	105,2	109,5
L Real estate activities	1 508	1 600	1 456	1 520	114,9	119,0	111,1	115,0
Women	1 443	1 519	1 371	1 442	116,4	117,2	109,2	114,1
Men	1 565	1 671	1 531	1 588	113,7	120,7	112,9	115,7
M Professional, scientific and technical activities	1 810	1 850	1 776	1 811	114,6	115,4	110,9	113,6
Women	1 705	1 731	1 675	1 703	114,7	115,2	112,2	114,0
Men	1 907	1 959	1 869	1 911	114,7	115,7	110,1	113,5
N Administrative and support service activities	1 296	1 277	1 192	1 253	123,1	119,1	111,8	117,8
Women	1 279	1 264	1 148	1 226	125,8	121,5	110,9	118,9
Men	1 308	1 287	1 225	1 272	121,0	117,5	112,4	116,8
O Public administration and defence; compulsory social security	1 984	2 010	2 066	2 020	119,3	120,3	119,9	119,8
Women	1 893	1 905	1 927	1 908	120,5	120,7	121,6	120,9
Men	2 071	2 109	2 198	2 126	118,7	120,2	118,8	119,2
P Education	1 761	1 768	1 760	1 763	114,5	115,3	115,1	114,9

	Women	1 690	1 696	1 692	1 693	114,8	115,5	115,5	115,2
	Men	2 030	2 039	2 020	2 030	114,0	115,0	114,4	114,5
Q	Human health and social work activities	2 071	2 100	2 136	2 103	119,6	120,3	121,9	120,7
	Women	1 934	1 964	1 994	1 964	119,9	120,8	122,5	121,1
	Men	2 505	2 531	2 583	2 540	118,3	118,7	120,3	119,1
R	Arts, entertainment and recreation	1 506	1 564	1 478	1 516	111,5	118,8	111,7	114,0
	Women	1 413	1 483	1 401	1 432	113,9	120,2	113,1	115,7
	Men	1 618	1 663	1 570	1 616	109,1	117,7	110,2	112,1
S	Other service activities	1 338	1 369	1 271	1 323	118,8	119,5	112,1	116,5
	Women	1 268	1 297	1 183	1 246	120,5	121,7	112,0	117,8
	Men	1 448	1 480	1 423	1 450	115,2	114,7	111,1	113,6

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.

### 3 AVERAGE MONTHLY PAID NET EARNINGS PER PAID HOUR IN LEGAL ENTITIES, ACCORDING TO NKD 2007<sup>1)</sup> AND BY SEX

	Average monthly paid net earnings per paid hour, euro				Nominal indices of change in average monthly paid net earnings according to payments for month			
	X	XI	XII	X – XII	$\frac{X\ 2023}{X\ 2022}$	$\frac{XI\ 2023}{XI\ 2022}$	$\frac{XII\ 2023}{XII\ 2022}$	$\frac{X - XII\ 2023}{X - XII\ 2022}$
Total	6,60	6,78	6,96	6,78	109,8	114,9	118,8	114,5
Women	6,40	6,57	6,78	6,58	110,3	115,7	120,4	115,4
Men	6,77	6,95	7,11	6,94	109,5	114,1	117,5	113,8
A Agriculture, forestry and fishing	5,94	6,06	6,03	6,01	113,1	115,4	117,3	115,4
Women	5,39	5,73	5,62	5,58	112,3	116,5	117,3	115,3
Men	6,14	6,18	6,19	6,17	113,3	114,7	117,2	115,1
B Mining and quarrying	6,51	6,81	6,77	6,70	108,9	114,3	116,1	113,2
Women	6,17	6,27	6,40	6,28	107,1	111,4	115,9	111,3
Men	6,56	6,88	6,82	6,76	109,2	114,7	116,2	113,4
C Manufacturing	6,03	6,25	6,31	6,20	110,6	115,3	118,8	115,0
Women	5,36	5,56	5,68	5,53	110,5	116,3	120,3	115,7
Men	6,35	6,59	6,62	6,52	110,2	114,6	118,0	114,2
D Electricity, gas, steam and air conditioning supply	7,69	7,85	8,63	8,05	105,6	108,9	118,1	110,9
Women	7,71	7,92	9,06	8,22	106,2	109,4	124,8	113,4
Men	7,68	7,83	8,51	8,00	105,5	108,8	116,3	110,0
E Water supply; sewerage, waste management and remediation activities	5,79	5,89	6,18	5,95	109,5	112,2	118,2	113,1
Women	5,79	5,84	6,21	5,95	107,4	109,8	116,7	111,4
Men	5,79	5,91	6,17	5,96	110,1	113,0	118,4	114,0
F Construction	5,45	5,59	5,64	5,56	112,1	115,0	118,7	115,4
Women	5,92	6,35	6,21	6,16	112,1	116,7	115,9	114,9
Men	5,40	5,51	5,58	5,50	112,3	114,8	119,0	115,5
G Wholesale and retail trade; repair of motor vehicles and motorcycles	5,93	6,22	6,32	6,16	109,8	115,8	119,0	114,9
Women	5,46	5,73	5,81	5,67	110,1	115,5	119,8	115,2
Men	6,48	6,79	6,91	6,73	109,3	115,9	117,7	114,5
H Transportation and storage	6,26	6,40	6,54	6,40	110,8	113,7	116,6	113,7
Women	6,16	6,34	6,57	6,36	108,6	111,8	117,3	112,8
Men	6,29	6,42	6,54	6,42	111,5	114,2	116,4	114,0
I Accommodation and food service activities	5,44	5,58	5,63	5,54	111,9	117,2	118,8	115,7
Women	5,22	5,42	5,45	5,36	112,3	118,9	119,8	116,8
Men	5,67	5,74	5,80	5,73	111,6	115,7	117,6	114,8
J Information and communication	8,86	9,02	9,33	9,06	103,7	108,9	113,6	108,6
Women	7,92	8,08	8,31	8,10	103,8	109,3	113,4	108,7
Men	9,33	9,50	9,85	9,55	103,7	108,7	113,7	108,5
K Financial and insurance activities	8,12	8,80	8,91	8,60	102,4	113,1	113,6	109,6
Women	7,38	7,98	8,21	7,84	101,4	113,4	114,3	109,3
Men	9,66	10,46	10,30	10,14	104,4	112,6	112,2	109,7
L Real estate activities	6,11	6,39	6,33	6,28	108,5	116,2	117,7	114,2
Women	5,87	6,11	6,01	6,00	109,7	115,1	116,2	113,6
Men	6,31	6,64	6,61	6,52	107,3	117,3	118,9	114,4
M Professional, scientific and technical activities	7,21	7,35	7,54	7,37	108,1	113,8	116,9	113,0
Women	6,81	6,90	7,13	6,95	108,1	113,5	117,9	113,2
Men	7,58	7,75	7,91	7,75	108,4	114,0	116,2	113,0
N Administrative and support service activities	5,28	5,23	5,29	5,27	115,0	116,5	118,6	116,9
Women	5,25	5,21	5,17	5,21	117,2	118,4	118,6	118,1
Men	5,31	5,25	5,38	5,31	113,9	115,1	118,8	115,9
O Public administration and defence; compulsory social security	8,02	8,09	8,72	8,27	111,5	116,6	122,8	117,0
Women	7,60	7,63	8,15	7,79	112,3	117,4	125,2	118,2
Men	8,41	8,52	9,25	8,72	111,1	116,2	121,4	116,3
P Education	7,20	7,22	7,63	7,34	107,8	113,0	120,0	113,4

	Women	6,93	6,96	7,37	7,08	107,8	113,2	120,4	113,6
	Men	8,19	8,22	8,63	8,34	107,5	113,1	119,5	113,2
Q	Human health and social work activities	8,10	8,22	8,71	8,34	112,3	117,4	125,0	118,1
	Women	7,67	7,78	8,24	7,90	112,6	117,7	125,4	118,6
	Men	9,42	9,55	10,13	9,70	111,5	116,0	123,5	117,0
R	Arts, entertainment and recreation	6,16	6,37	6,40	6,31	106,0	116,5	117,0	113,1
	Women	5,82	6,08	6,09	6,00	108,0	117,4	118,3	114,5
	Men	6,57	6,72	6,76	6,69	104,0	115,5	115,2	111,5
S	Other service activities	5,51	5,63	5,65	5,60	111,3	116,6	118,4	115,5
	Women	5,27	5,38	5,33	5,32	113,1	118,8	119,0	116,9
	Men	5,88	6,02	6,19	6,03	107,9	112,5	116,6	112,3

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.

4 AVERAGE MONTHLY GROSS EARNINGS PER PAID HOUR IN LEGAL ENTITIES, ACCORDING TO NKD 2007<sup>1)</sup> AND BY SEX

	Average monthly gross earnings per paid hour, euro				Nominal indices of change in average monthly gross earnings according to payments for month			
	X	XI	XII	X – XII	X 2023 X 2022	XI 2023 XI 2022	XII 2023 XII 2022	X – XII 2023 X – XII 2022
Total	9,13	9,42	9,47	9,34	111,9	117,2	118,5	115,9
Women	8,84	9,12	9,21	9,06	112,3	118,1	120,2	116,9
Men	9,38	9,68	9,69	9,58	111,5	116,5	117,2	115,0
A Agriculture, forestry and fishing	8,02	8,23	7,93	8,06	115,6	117,4	116,3	116,5
Women	7,28	7,81	7,37	7,48	114,8	118,7	115,7	116,3
Men	8,30	8,38	8,14	8,27	115,6	116,7	116,1	116,2
B Mining and quarrying	8,99	9,43	9,15	9,19	110,6	116,0	115,4	114,0
Women	8,61	8,80	8,72	8,71	108,7	113,3	114,6	112,2
Men	9,04	9,51	9,20	9,25	110,9	116,3	115,4	114,2
C Manufacturing	8,25	8,62	8,46	8,44	112,9	117,8	118,2	116,3
Women	7,28	7,61	7,51	7,47	113,0	118,9	119,0	117,1
Men	8,72	9,11	8,93	8,92	112,4	116,9	117,5	115,6
D Electricity, gas, steam and air conditioning supply	10,32	10,58	11,68	10,85	107,5	110,6	119,9	112,6
Women	10,58	10,91	12,73	11,39	108,1	110,8	129,0	115,8
Men	10,25	10,48	11,39	10,70	107,3	110,4	117,4	111,7
E Water supply; sewerage, waste management and remediation activities	7,82	7,98	8,20	8,00	111,6	114,0	117,6	114,4
Women	7,90	7,98	8,33	8,07	109,1	111,1	115,9	112,1
Men	7,80	7,98	8,17	7,98	112,2	114,8	118,2	115,0
F Construction	7,45	7,70	7,51	7,55	115,1	117,7	117,5	116,7
Women	8,28	9,00	8,46	8,58	114,8	119,4	114,0	116,1
Men	7,36	7,56	7,40	7,44	115,2	117,6	117,8	116,8
G Wholesale and retail trade; repair of motor vehicles and motorcycles	8,16	8,63	8,51	8,43	111,9	118,4	117,9	116,0
Women	7,43	7,86	7,71	7,67	112,2	118,0	118,6	116,4
Men	9,00	9,52	9,44	9,32	111,2	118,4	117,0	115,5
H Transportation and storage	8,62	8,85	8,85	8,78	113,1	115,7	115,8	114,9
Women	8,52	8,82	8,95	8,76	110,5	113,4	116,7	113,5
Men	8,65	8,86	8,82	8,78	113,8	116,3	115,6	115,2
I Accommodation and food service activities	7,46	7,67	7,49	7,54	114,6	119,8	117,6	117,3
Women	7,11	7,44	7,22	7,25	114,7	122,0	118,8	118,3
Men	7,82	7,92	7,76	7,83	114,2	118,0	116,5	116,2
J Information and communication	12,88	13,15	13,37	13,13	104,7	109,9	112,9	109,1
Women	11,45	11,71	11,85	11,67	104,9	110,6	112,6	109,4
Men	13,60	13,87	14,16	13,87	104,6	109,6	113,0	108,9
K Financial and insurance activities	11,60	12,67	12,58	12,27	103,2	114,5	112,5	109,9
Women	10,47	11,40	11,54	11,12	102,3	114,9	113,5	110,1
Men	13,99	15,25	14,69	14,64	105,4	113,8	111,1	110,1
L Real estate activities	8,54	9,04	8,60	8,73	110,1	118,8	116,1	115,0
Women	8,19	8,60	8,11	8,30	111,7	117,0	114,2	114,3
Men	8,85	9,43	9,04	9,10	108,9	120,4	118,0	115,7
M Professional, scientific and technical activities	10,25	10,47	10,51	10,41	109,7	115,4	116,1	113,8
Women	9,66	9,81	9,92	9,80	109,8	115,3	117,4	114,2
Men	10,79	11,08	11,05	10,97	109,9	115,8	115,2	113,7
N Administrative and support service activities	7,24	7,16	6,95	7,11	118,3	119,3	116,6	117,9
Women	7,18	7,11	6,74	7,00	120,7	121,3	115,8	119,0
Men	7,28	7,19	7,10	7,19	116,7	117,7	117,2	117,1
O Public administration and defence; compulsory social security	11,02	11,16	11,96	11,37	113,6	119,4	124,1	118,9
Women	10,61	10,67	11,29	10,85	114,6	120,0	126,3	120,2
Men	11,40	11,61	12,57	11,85	113,0	119,0	122,3	118,1
P Education	9,88	9,92	10,34	10,04	109,4	115,1	120,4	114,9



	Women	9,49	9,53	9,95	9,65	109,7	115,4	120,8	115,2
	Men	11,36	11,41	11,83	11,53	108,9	114,8	119,7	114,4
Q	Human health and social work activities	11,35	11,54	12,10	11,66	114,8	120,2	126,3	120,3
	Women	10,67	10,86	11,38	10,97	115,1	120,7	126,9	120,8
	Men	13,43	13,63	14,30	13,79	113,5	118,5	124,3	118,7
R	Arts, entertainment and recreation	8,51	8,85	8,65	8,67	107,2	119,0	116,3	114,1
	Women	7,99	8,42	8,20	8,20	109,5	120,3	117,8	115,8
	Men	9,13	9,38	9,21	9,24	104,7	117,7	114,7	112,3
S	Other service activities	7,52	7,72	7,46	7,56	113,6	119,1	116,7	116,3
	Women	7,18	7,36	6,98	7,16	115,6	121,7	116,9	118,0
	Men	8,06	8,27	8,29	8,21	109,8	114,2	115,5	113,2

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.

## 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 are presented on the basis of a dominant, main activity according to NKD 2007, while the monthly data published to date were presented on the basis of a "pure" activity. This means that the processing, in addition to the main activity, was performed by auxiliary activities as well, which is why the data by activities are not comparable with hitherto published monthly data.

### 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 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 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.

### Abbreviations

NKD 2007 National Classification of Activities, 2007 version

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