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AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT FOR JUNE 2023

The average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia for June 2023 amounted to 1 150 euro, which represented a nominal increase of 1.5% and a real increase of 0.6%, as compared to May 2023.

The average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia for June 2023 amounted to 1 590 euro, which represented a nominal increase of 1.8% and a real increase of 0.9%, as compared to May 2023.

The highest average monthly paid net earnings per person in paid employment in legal entities for June 2023 were paid in the activity Air transport and amounted to 1 943 euro, while the lowest earnings were paid in the activity Manufacture of wearing apparel and amounted to 742 euro.

The average monthly gross earnings per person in paid employment in legal entities for June 2023 were the highest in the activity Air transport and amounted to 2 829 euro, while the lowest earnings were in the activity Manufacture of wearing apparel and amounted to 969 euro.

The average monthly paid net earnings per person in paid employment in legal entities in the Republic of Croatia for June 2023 were 12.4% higher in nominal terms and 4.5% higher in real terms, 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 June 2023 were 14.1% higher in nominal terms and 6.0% higher in real terms, as compared to the same month last year.

In the period from January to June 2023, the average monthly paid net earnings per person in legal entities in the Republic of Croatia amounted to 1 123 euro, which represented a nominal increase of 11.9% and a real increase of 1.8%, as compared to the same period of 2022.

In the period from January to June 2023, the average monthly gross earnings per person in legal entities in the Republic of Croatia amounted to 1 547 euro, which represented a nominal increase of 13.5% and a real increase of 3.3%, as compared to the same period of 2022.

In June 2023, there were 175 paid hours on average, which was a decrease of 4.4% as compared to May 2023. The highest number of paid hours was recorded in the activity Water transport (183) and the lowest one in Social work activities without accommodation (151).

The average monthly paid net earnings per hour for June 2023 amounted to 6.44 euro, which was 5.7% higher than in May 2023. As compared to the same month last year, they increased by 12.2%.

The average monthly gross earnings per hour for June 2023 amounted to 8.91 euro, which was 6.2% higher than in May 2023. As compared to the same month last year, they increased by 14.1%.

Median net earnings for June 2023 amounted to 991 euro, while median gross earnings amounted to 1 327 euro.

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

1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR JUNE 2023

	VI 2023	I – VI 2023	Indices		
			$\frac{VI\ 2023}{V\ 2023}$	$\frac{VI\ 2023}{VI\ 2022}$	$\frac{I - VI\ 2023}{I - VI\ 2022}$
Net earnings					
Average monthly paid net earnings per employee, euro	1 150	1 123	101,5	112,4	111,9
Real net earnings per employee			100,6	104,5	101,8
Gross earnings					
Average monthly gross earnings per employee, euro	1 590	1 547	101,8	114,1	113,5
Real gross earnings per employee			100,9	106,0	103,3
Net earnings per hour					
Average paid net earnings per hour, euro	6,44	6,39	105,7	112,2	111,1
Real net earnings per hour			104,8	104,3	101,1
Gross earnings per hour					
Average monthly gross earnings per hour, euro	8,91	8,80	106,2	114,1	112,7
Real gross earnings per hour			105,3	106,0	102,5

2 DISTRIBUTION OF NET AND GROSS EARNINGS, BY QUARTILES, FOR JUNE 2023

	VI 2023	
	Net earnings, euro	Gross earnings, euro
First (lower) quartile	751	976
Second quartile (median)	991	1 327
Third (upper) quartile	1 327	1 823
Fourth quartile	z	z

3 DISTRIBUTION OF NET AND GROSS EARNINGS, BY DECILES, FOR JUNE 2023

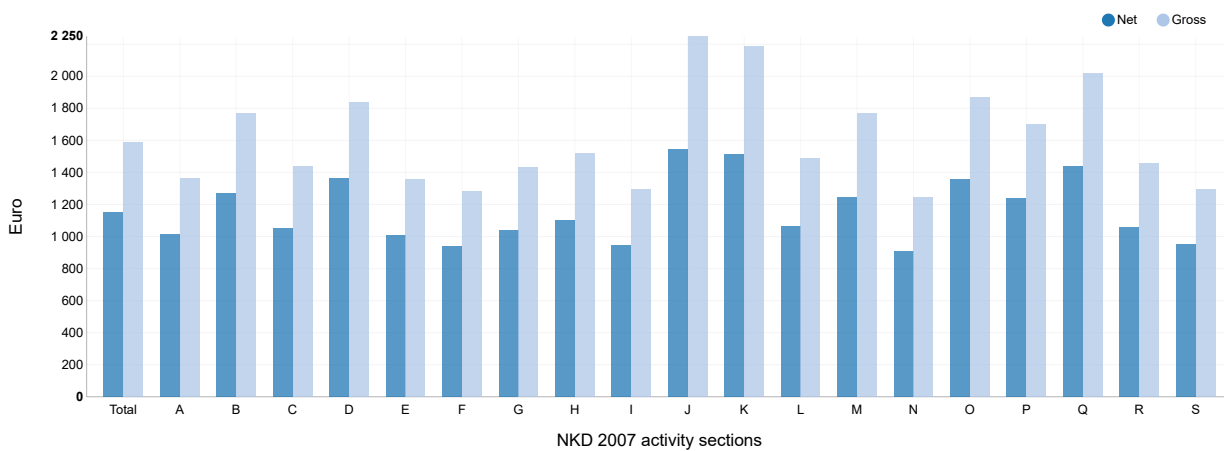
	VI 2023	
	Net earnings, euro	Gross earnings, euro
First decile	647	823
Second decile	711	914
Third decile	796	1 039
Fourth decile	887	1 176
Fifth decile (median)	991	1 327
Sixth decile	1 106	1 507
Seventh decile	1 247	1 714
Eighth decile	1 420	1 967
Ninth decile	1 751	2 495
Tenth decile	z	z

4 PAID OFF NON-TAXABLE INCOMES, ACCORDING TO NKD 2007¹⁾, JUNE 2023

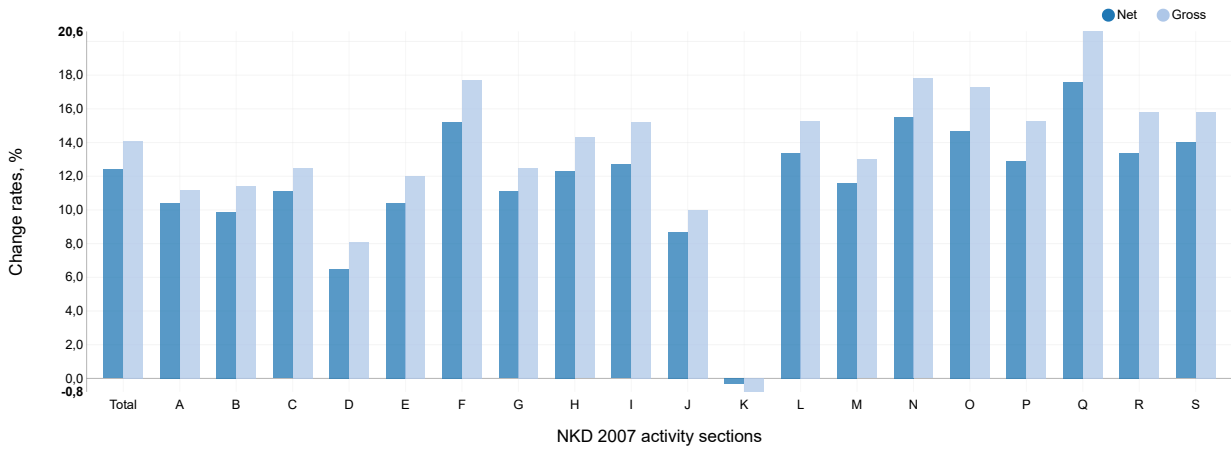
	VI 2023	
	Average non-taxable income by number of receivers, euro	Average non-taxable income by number of persons in employment who received earnings, euro
Total	100	1
A Agriculture, forestry and fishing	83	2
B Mining and quarrying	200	6
C Manufacturing	81	1
D Electricity, gas, steam and air conditioning supply	74	1
E Water supply; sewerage, waste management and remediation activities	116	3
F Construction	110	1
G Wholesale and retail trade; repair of motor vehicles and motorcycles	86	1
H Transportation and storage	112	2
I Accommodation and food service activities	111	1
J Information and communication	89	0
K Financial and insurance activities	61	1
L Real estate activities	74	1
M Professional, scientific and technical activities	72	1
N Administrative and support service activities	95	2
O Public administration and defence; compulsory social security	132	1
P Education	96	0
Q Human health and social work activities	137	2
R Arts, entertainment and recreation	89	1
S Other service activities	100	1

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.

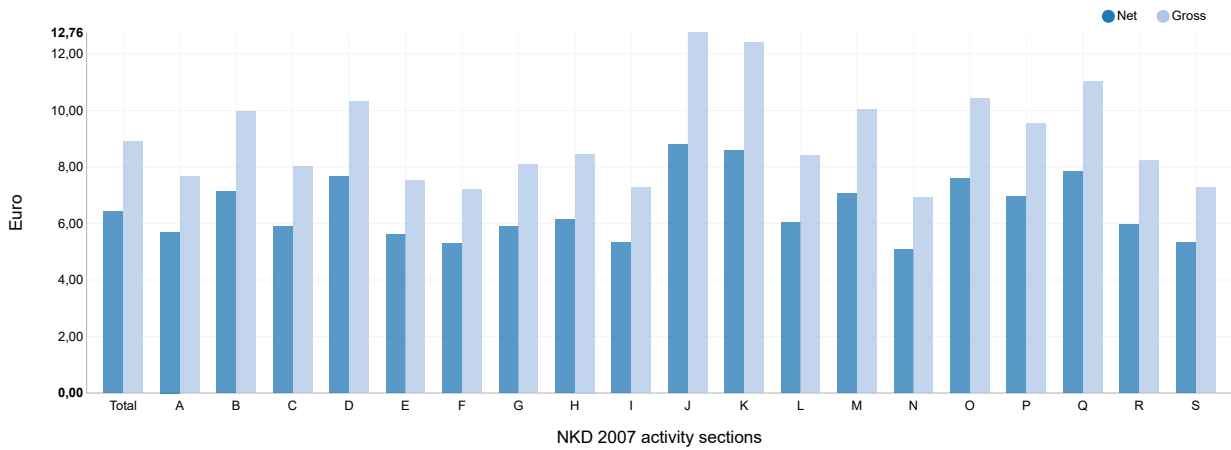
G-1 AVERAGE MONTHLY NET AND GROSS EARNINGS FOR JUNE 2023, ACCORDING TO NKD 2007



G-2 ANNUAL CHANGE RATES OF AVERAGE NET AND GROSS EARNINGS FOR JUNE 2023, ACCORDING TO NKD 2007



G-3 AVERAGE MONTHLY NET AND GROSS EARNINGS PER PAID HOUR FOR JUNE 2023, 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

5 AVERAGE MONTHLY PAID OFF NET EARNINGS OF PERSONS IN EMPLOYMENT IN 2023¹⁾, ACCORDING TO NKD 2007

		Average paid net earnings per person in employment, euro				Indices of change in average monthly paid net earnings according to pays for month					
		For month				Nominal			Real		
		IV	V	VI	I – VI	VI 2023 V 2023	VI 2023 VI 2022	I – VI 2023 I – VI 2022	VI 2023 V 2023	VI 2023 VI 2022	I – VI 2023 I – VI 2022
O	Public administration and defence; compulsory social security	1 305	1 301	1 357	1 290	104,3	114,7	111,7	103,4	106,6	101,6
84	Public administration and defence; compulsory social security	1 305	1 301	1 357	1 290	104,3	114,7	111,7	103,4	106,6	101,6
84.1	Administration of the State and the economic and social policy of the community	1 298	1 310	1 348	1 299	102,9	113,1	111,3	102,0	105,1	101,3
84.2	Provision of services to the community as a whole	1 333	1 316	1 386	1 305	105,3	115,8	111,8	104,4	107,6	101,7
84.3	Compulsory social security activities	1 096	1 106	1 171	1 101	105,9	116,7	113,4	105,0	108,5	103,2
P	Education	1 162	1 178	1 239	1 176	105,2	112,9	110,3	104,3	104,9	100,4
85	Education	1 162	1 178	1 239	1 176	105,2	112,9	110,3	104,3	104,9	100,4
85.1	Pre-primary education	917	927	946	921	102,0	111,2	109,4	101,1	103,3	99,5
85.2	Primary education	1 137	1 163	1 235	1 159	106,2	113,9	110,9	105,3	105,9	100,9
85.3	Secondary education	1 168	1 182	1 242	1 180	105,1	114,6	111,0	104,2	106,5	101,0
85.4	Higher education	1 610	1 622	1 732	1 621	106,8	112,4	110,3	105,8	104,5	100,4
85.5	Other education	898	905	894	900	98,8	111,6	114,1	97,9	103,7	103,8
85.6	Educational support activities	1 194	1 233	1 235	1 201	100,2	111,9	116,8	99,3	104,0	106,3
Q	Human health and social work activities	1 358	1 364	1 437	1 340	105,4	117,6	110,4	104,5	109,3	100,5
86	Human health activities	1 458	1 463	1 541	1 435	105,3	117,5	109,7	104,4	109,2	99,8
86.1	Hospital activities	1 539	1 528	1 617	1 501	105,8	117,9	109,2	104,9	109,6	99,4
86.2	Medical and dental practice activities	1 287	1 335	1 383	1 306	103,6	116,3	111,5	102,7	108,1	101,5
86.9	Other human health activities	1 346	1 353	1 432	1 320	105,8	118,1	111,4	104,9	109,8	101,4
87	Residential care activities	959	954	1 011	950	106,0	115,8	111,8	105,1	107,6	101,7
87.1	Residential nursing care activities	892	881	952	882	108,1	117,1	111,1	107,1	108,8	101,1
87.2	Residential care activities for mental retardation, mental health and substance abuse	1 031	1 024	1 097	1 024	107,1	115,2	110,7	106,1	107,1	100,7
87.3	Residential care activities for the elderly and disabled	903	898	944	892	105,1	116,0	112,2	104,2	107,8	102,1
87.9	Other residential care activities	1 122	1 122	1 184	1 115	105,5	114,1	110,9	104,6	106,0	100,9
88	Social work activities without accommodation	855	870	918	866	105,5	101,4	98,4	104,6	94,2	89,5
88.1	Social work activities without accommodation for the elderly and disabled	843	874	1 157	917	132,4	157,8	125,3	131,2	146,7	114,0
88.9	Other social work activities without accommodation	857	869	887	861	102,1	96,6	96,6	101,2	89,8	87,9

1) On the basis of user requirements, we are publishing a supplement to the regular First Release issued once in three months. Data are presented at the group level (three digits) for NKD 2007 sections O, P and Q.

6 AVERAGE MONTHLY GROSS EARNINGS OF PERSONS IN EMPLOYMENT IN 2023¹⁾, ACCORDING TO NKD 2007

		Average gross earnings per person in employment, euro				Indices of change in average monthly gross earnings according to pays for month					
		For month				Nominal			Real		
		IV	V	VI	I – VI	$\frac{VI\ 2023}{V\ 2023}$	$\frac{VI\ 2023}{VI\ 2022}$	$\frac{I - VI\ 2023}{I - VI\ 2022}$	$\frac{VI\ 2023}{V\ 2023}$	$\frac{VI\ 2023}{VI\ 2022}$	$\frac{I - VI\ 2023}{I - VI\ 2022}$
O	Public administration and defence; compulsory social security	1 780	1 771	1 868	1 755	105,5	117,3	113,2	104,6	109,0	103,0
84	Public administration and defence; compulsory social security	1 780	1 771	1 868	1 755	105,5	117,3	113,2	104,6	109,0	103,0
84.1	Administration of the State and the economic and social policy of the community	1 790	1 807	1 874	1 790	103,7	115,0	112,4	102,8	106,9	102,3
84.2	Provision of services to the community as a whole	1 803	1 773	1 892	1 757	106,7	118,8	113,4	105,7	110,4	103,2
84.3	Compulsory social security activities	1 503	1 518	1 621	1 511	106,8	119,7	115,7	105,8	111,2	105,3
P	Education	1 581	1 599	1 701	1 599	106,4	115,3	111,8	105,5	107,2	101,7
85	Education	1 581	1 599	1 701	1 599	106,4	115,3	111,8	105,5	107,2	101,7
85.1	Pre-primary education	1 228	1 244	1 274	1 235	102,4	113,0	111,0	101,5	105,0	101,0
85.2	Primary education	1 504	1 527	1 646	1 527	107,8	117,2	112,5	106,8	108,9	102,4
85.3	Secondary education	1 630	1 652	1 747	1 649	105,8	116,7	112,6	104,9	108,5	102,5
85.4	Higher education	2 286	2 303	2 490	2 305	108,1	113,9	111,5	107,1	105,9	101,5
85.5	Other education	1 218	1 227	1 214	1 220	98,9	113,5	116,2	98,0	105,5	105,7
85.6	Educational support activities	1 640	1 686	1 699	1 642	100,8	112,7	118,2	99,9	104,7	107,6
Q	Human health and social work activities	1 887	1 896	2 016	1 857	106,3	120,6	111,9	105,4	112,1	101,8
86	Human health activities	2 042	2 051	2 178	2 005	106,2	120,3	111,2	105,3	111,8	101,2
86.1	Hospital activities	2 166	2 150	2 296	2 105	106,8	120,8	110,4	105,8	112,3	100,5
86.2	Medical and dental practice activities	1 786	1 858	1 940	1 812	104,4	119,2	113,1	103,5	110,8	102,9
86.9	Other human health activities	1 859	1 873	1 996	1 819	106,6	121,3	113,1	105,6	112,7	102,9
87	Residential care activities	1 261	1 251	1 346	1 244	107,6	119,4	113,9	106,6	111,0	103,6
87.1	Residential nursing care activities	1 167	1 149	1 260	1 148	109,7	120,8	113,4	108,7	112,3	103,2
87.2	Residential care activities for mental retardation, mental health and substance abuse	1 348	1 334	1 455	1 335	109,1	119,1	112,7	108,1	110,7	102,5
87.3	Residential care activities for the elderly and disabled	1 181	1 171	1 251	1 162	106,8	119,7	114,6	105,8	111,2	104,3
87.9	Other residential care activities	1 513	1 512	1 615	1 500	106,8	116,7	112,5	105,8	108,5	102,4
88	Social work activities without accommodation	1 129	1 149	1 226	1 144	106,7	102,9	99,2	105,7	95,6	90,3
88.1	Social work activities without accommodation for the elderly and disabled	1 125	1 168	1 618	1 239	138,5	168,2	129,2	137,3	156,3	117,6
88.9	Other social work activities without accommodation	1 129	1 147	1 174	1 134	102,4	97,0	97,2	101,5	90,1	88,4

1) On the basis of user requirements, we are publishing a supplement to the regular First Release issued once in three months. Data are presented at the group level (three digits) for NKD 2007 sections O, P and Q.

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 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 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 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 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 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 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

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