

PROSJEČNE MJESEČNE NETO I BRUTO PLAĆE ZAPOSLENIH za listopad 2019.

AVERAGE MONTHLY NET AND GROSS EARNINGS OF PERSONS IN PAID EMPLOYMENT For October 2019

Prosječna mjesečna isplaćena neto plaća po zaposlenome u pravnim osobama Republike Hrvatske za listopad 2019. iznosila je 6 496 kuna, što je nominalno više za 1,2%, a realno za 0,8% u odnosu na rujan 2019.

Prosječna mjesečna bruto plaća po zaposlenome u pravnim osobama Republike Hrvatske za listopad 2019. iznosila je 8 813 kuna, što je nominalno više za 1,4%, a realno za 1,0% u odnosu na rujan 2019.

Najviša prosječna mjesečna neto plaća po zaposlenome u pravnim osobama za listopad 2019. isplaćena je u djelatnosti Zračni prijevoz, u iznosu od 12 077 kuna, a najniža je isplaćena u Zaštitnim i istražnim djelatnostima, u iznosu od 4 245 kuna.

Najviša prosječna mjesečna bruto plaća po zaposlenome u pravnim osobama za listopad 2019. isplaćena je u djelatnosti Zračni prijevoz, u iznosu od 17 687 kuna, a najniža je isplaćena u Zaštitnim i istražnim djelatnostima, u iznosu od 5 372 kune.

Prosječna mjesečna isplaćena neto plaća po zaposlenome u pravnim osobama Republike Hrvatske za listopad 2019. u odnosu na isti mjesec prethodne godine nominalno je viša za 3,4%, a realno za 2,8%.

Prosječna mjesečna bruto plaća po zaposlenome u pravnim osobama Republike Hrvatske za listopad 2019. u odnosu na isti mjesec prethodne godine nominalno je viša za 3,7%, a realno za 3,1%.

Za razdoblje od siječnja do listopada 2019. prosječna mjesečna isplaćena neto plaća po zaposlenome u pravnim osobama Republike Hrvatske iznosila je 6 439 kuna, što je u odnosu na isto razdoblje prethodne godine nominalno više za 3,2%, a realno za 2,5%.

Za razdoblje od siječnja do listopada 2019. prosječna mjesečna bruto plaća po zaposlenome u pravnim osobama Republike Hrvatske iznosila je 8 745 kuna, što je u odnosu na isto razdoblje prethodne godine nominalno više za 3,6%, a realno za 2,9%.

U listopadu 2019. bila su prosječno 182 plaćena sata, što je za 9,0% više nego u rujnu 2019. Najveći broj plaćenih sati bio je u djelatnosti Zdravstvene zaštite (188), a najmanji broj plaćenih sati bio je u Djelatnosti socijalne skrbi bez smještaja (167).

Prosječna mjesečna isplaćena neto plaća po satu za listopad 2019. iznosila je 35,76 kuna, što je u odnosu na rujan 2019. niže za 7,0%, a u odnosu na isti mjesec prethodne godine više za 3,5%.

Prosječna mjesečna bruto plaća po satu za listopad 2019. iznosila je 48,52 kune, što je u odnosu na rujan 2019. niže za 6,9%, a u odnosu na isti mjesec prethodne godine više za 3,8%.

Medijalna neto plaća za listopad 2019. iznosila je 5 630 kuna, dok je medijalna bruto plaća iznosila 7 382 kune.

Detaljne podatke možete preuzeti na poveznici [Statistika u nizu](#).

For October 2019, the average monthly paid off net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 6 496 kuna, which represented a nominal increase of 1.2% and a real one of 0.8%, as compared to September 2019.

For October 2019, the average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 8 813 kuna, which represented a nominal increase of 1.4% and a real one of 1.0%, as compared to September 2019.

The highest average monthly net earnings per person in paid employment in legal entities for October 2019 were paid off in the activity Air transport and amounted to 12 077 kuna, while the lowest earnings were paid off in Security and investigation activities and amounted to 4 245 kuna.

The highest average monthly gross earnings per person in paid employment in legal entities for October 2019 were paid off in the activity Air transport and amounted to 17 687 kuna, while the lowest earnings were paid off in Security and investigation activities and amounted to 5 372 kuna.

The average monthly paid off net earnings per person in paid employment in legal entities in the Republic of Croatia were nominally higher by 3.4% and really by 2.8% for October 2019, 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 were nominally higher by 3.7% and really by 3.1% for October 2019, as compared to the same month last year.

In the period from January to October 2019, the average monthly paid off net earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 6 439 kuna, which represented a nominal increase of 3.2% and a real one of 2.5%, as compared to the same period last year.

In the period from January to October 2019, the average monthly gross earnings per person in paid employment in legal entities in the Republic of Croatia amounted to 8 745 kuna, which represented a nominal increase of 3.6% and a real one of 2.9%, as compared to the same period last year.

In October 2019, there were 182 paid hours on average, which means that they increased by 9.0% compared to September 2019. The greatest number of paid hours was recorded in the activity Human health activities (188) and the smallest one in the activity Social work activities without accommodation (167).

The average monthly paid off net earnings per hour for October 2019 amounted to 35.76 kuna, which was 7.0% lower than in September 2019. As compared to the same month last year, they increased by 3.5%.

The average monthly gross earnings per hour for October 2019 amounted to 48.52 kuna, which was 6.9% lower than in September 2019. As compared to the same month last year, they increased by 3.8%.

Median net earnings for October 2019 amounted to 5 630 kuna, while median gross earnings amounted to 7 382 kuna.

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

1. PROSJEČNA MJESEČNA NETO I BRUTO PLAĆA ZA LISTOPAD 2019.
AVERAGE MONTHLY NET AND GROSS EARNINGS FOR OCTOBER 2019

	X. 2019.	I. – X. 2019.	Indeksi Indices			
			X. 2019. IX. 2019.	X. 2019. X. 2018.	I. – X. 2019. I. – X. 2018.	
			Neto plaća <i>Net earnings</i>			
Prosječna mjesečna isplaćena neto plaća po zaposlenome, kune	6 496	6 439	101,2	103,4	103,2	<i>Average monthly paid off net earnings per employee, kuna</i>
Realna neto plaća po zaposlenome			100,8	102,8	102,5	<i>Real net earnings per employee</i>
Bruto plaća <i>Gross earnings</i>						
Prosječna mjesečna bruto plaća po zaposlenome, kune	8 813	8 745	101,4	103,7	103,6	<i>Average monthly gross earnings per employee, kuna</i>
Realna bruto plaća po zaposlenome			101,0	103,1	102,9	<i>Real gross earnings per employee</i>
Neto plaća po satu <i>Net earnings per hour</i>						
Prosječna mjesečna isplaćena neto plaća po satu, kune	35,76	37,22	93,0	103,5	103,4	<i>Average paid off net earnings per hour, kuna</i>
Realna neto plaća po satu			92,6	102,9	102,7	<i>Real net earnings per hour</i>
Bruto plaća po satu <i>Gross earnings per hour</i>						
Prosječna mjesečna bruto plaća po satu, kune	48,52	50,54	93,1	103,8	103,7	<i>Average monthly gross earnings per hour, kuna</i>
Realna bruto plaća po satu			92,7	103,2	103,0	<i>Real gross earnings per hour</i>

2. DISTRIBUCIJA NETO I BRUTO PLAĆA PREMA KVARTILIMA ZA LISTOPAD 2019.
DISTRIBUTION OF NET AND GROSS EARNINGS, BY QUANTILES, FOR OCTOBER 2019

	X. 2019.		
	neto plaće, kune <i>Net earnings, kuna</i>	bruto plaće, kune <i>Gross earnings, kuna</i>	
Prvi (donji) kvartil	4 247	5 336	<i>First (lower) quartile</i>
Drugi kvartil (medijan)	5 630	7 382	<i>Second quartile (median)</i>
Treći (gornji) kvartil	7 614	10 282	<i>Third (upper) quartile</i>
Četvrti kvartil	z	z	<i>Fourth quartile</i>

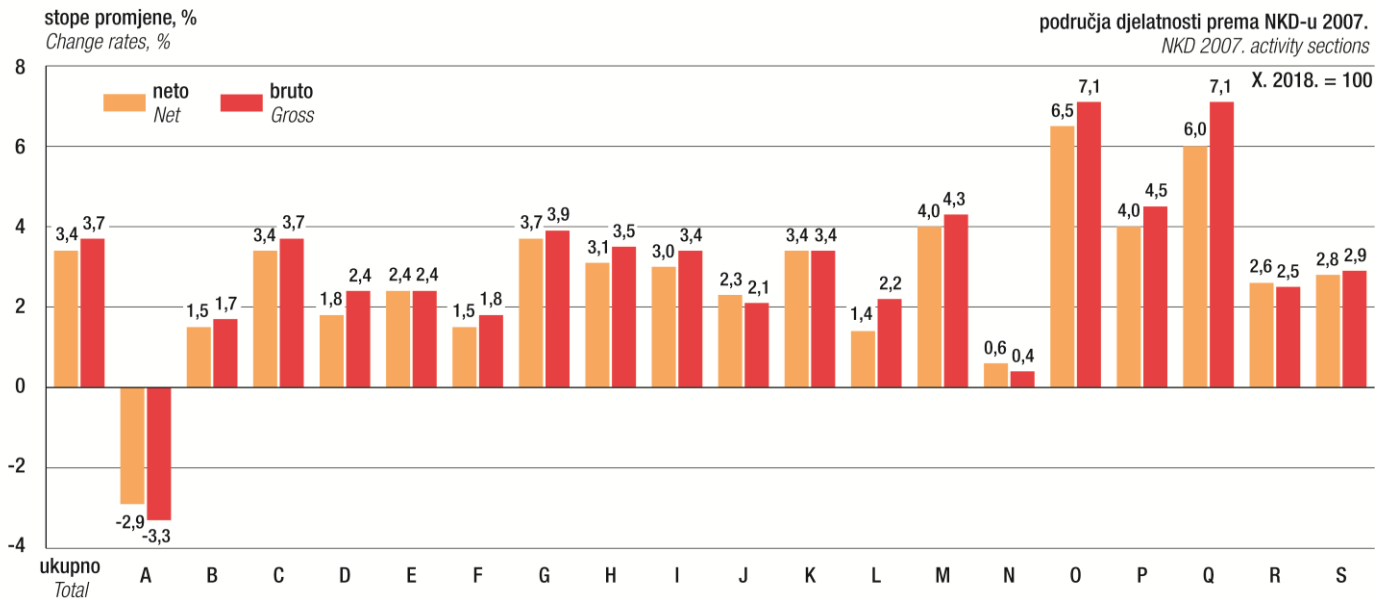
3. DISTRIBUCIJA NETO I BRUTO PLAĆA PREMA DECILIMA ZA LISTOPAD 2019.
DISTRIBUTION OF NET AND GROSS EARNINGS, BY DECILES, FOR OCTOBER 2019

	X. 2019.		
	neto plaće, kune <i>Net earnings, kuna</i>	bruto plaće, kune <i>Gross earnings, kuna</i>	
Prvi decil	3 317	4 055	<i>First decile</i>
Drugi decil	4 000	4 966	<i>Second decile</i>
Treći decil	4 500	5 653	<i>Third decile</i>
Četvrti decil	5 013	6 466	<i>Fourth decile</i>
Peti decil (medijan)	5 630	7 382	<i>Fifth decile (median)</i>
Šesti decil	6 341	8 479	<i>Sixth decile</i>
Sedmi decil	7 149	9 618	<i>Seventh decile</i>
Osmi decil	8 179	11 131	<i>Eighth decile</i>
Deveti decil	10 161	14 400	<i>Ninth decile</i>
Deseti decil	z	z	<i>Tenth decile</i>

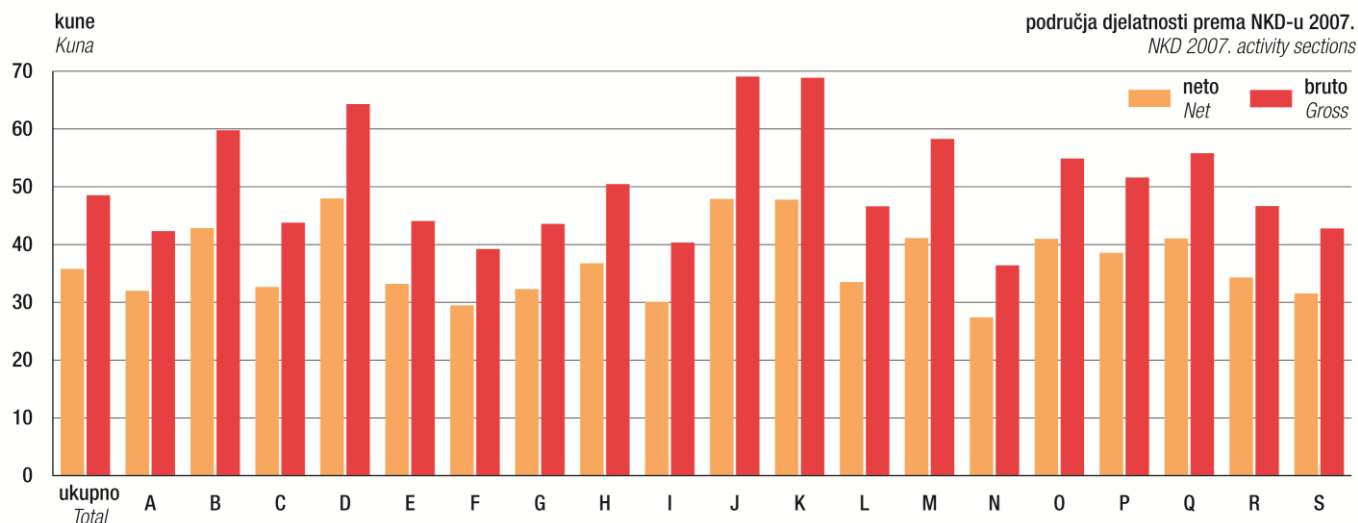
G-1. PROSJEČNE MJESEČNE NETO I BRUTO PLAĆE ZA LISTOPAD 2019. PREMA NKD-u 2007.
AVERAGE MONTHLY NET AND GROSS EARNINGS FOR OCTOBER 2019, ACCORDING TO NKD 2007.



G-2. GODIŠNJE STOPE PROMJENE PROSJEČNIH MJESEČNIH NETO I BRUTO PLAĆA ZA LISTOPAD 2019. PREMA NKD-u 2007.
ANNUAL CHANGE RATES OF AVERAGE NET AND GROSS EARNINGS FOR OCTOBER 2019, ACCORDING TO NKD 2007.



G-3. PROSJEČNE MJESEČNE NETO I BRUTO PLAĆE PO PLAĆENOM SATU ZA LISTOPAD 2019. PREMA NKD-u 2007.
AVERAGE MONTHLY NET AND GROSS EARNINGS PER PAID HOUR FOR OCTOBER 2019, ACCORDING TO NKD 2007.



Područja djelatnosti prema NKD-u 2007.

NKD 2007. activity sections

A	Poljoprivreda, šumarstvo i ribarstvo
B	Rudarstvo i vađenje
C	Prerađivačka industrija
D	Opskrba električnom energijom, plinom, parom i klimatizacija
E	Opskrba vodom; uklanjanje otpadnih voda, gospodarenje otpadom te djelatnosti sanacije okoliša
F	Građevinarstvo
G	Trgovina na veliko i na malo; popravak motornih vozila i motocikla
H	Prijevoz i skladištenje
I	Djelatnosti pružanja smještaja te pripreme i usluživanja hrane
J	Informacije i komunikacije
K	Financijske djelatnosti i djelatnosti osiguranja
L	Poslovanje nekretninama
M	Stručne, znanstvene i tehničke djelatnosti
N	Administrativne i pomoćne uslužne djelatnosti
O	Javna uprava i obrana; obvezno socijalno osiguranje
P	Obrazovanje
Q	Djelatnosti zdravstvene zaštite i socijalne skrbi
R	Umjetnost, zabava i rekreacija
S	Ostale uslužne djelatnosti

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

METODOLOŠKA OBJAŠNJENJA

Izvor podataka

Podaci o mjesečnim neto i bruto plaćama te broju sati za koje su zaposlene osobe primile plaću dobiveni su obradom podataka iz Izvješća o primicima, porezu na dohodak i prirezu te doprinosima za obvezna osiguranja (obrazac JOPPD), koje se primjenjuje od 1. siječnja 2014.

Obveznici dostavljanja obrasca JOPPD jesu isplatelji svih vrsta dohodaka za koje je propisima o porezu na dohodak propisana obveza obračunavanja i plaćanja poreza po odbitku.

Obuhvat i usporedivost

Obuhvaćeni su zaposleni u pravnim osobama svih oblika vlasništva, tijelima državne vlasti i tijelima jedinica lokalne i područne (regionalne) samouprave na području Republike Hrvatske.

Nisu obuhvaćeni zaposleni u obrtu i slobodnim profesijama i zaposleni osiguranci poljoprivrednici te unutar podataka o prosječnim mjesečnim plaćama nedostaju podaci o njihovim isplata.

Podaci o mjesečnim neto i bruto plaćama zaposlenih u pravnim osobama obuhvaćaju neto i bruto plaće zaposlenih koji imaju zasnovan radni odnos bez obzira na vrstu radnog odnosa i duljinu radnog vremena.

Ako je zaposlenik u obračunskom razdoblju imao manje od 80 plaćenih sati rada, tada njegove isplate nisu uključene u obradu.

Podaci o mjesečnoj neto i bruto plaći iskazuju se prema načelu obavljenih isplata u tekućem za prethodni mjesec, što odgovara dinamici isplata u najvećem broju pravnih osoba te se i prosjek plaće odnosi na mjesec za koji je isplata primljena.

Od siječnja 2016. podaci nisu usporedivi s prethodno objavljenim mjesečnim podacima.

Definicije

Prosječna mjesečna isplaćena neto plaća obuhvaća plaće zaposlenih za obavljene poslove prema osnovi radnog odnosa i naknade za godišnji odmor, plaćeni dopust, blagdan i neradne dane određene zakonom, bolovanja do 42 dana, odsutnost za vrijeme stručnog obrazovanja, zastoje na poslu bez krivnje zaposlenog i primitke prema osnovi naknada, potpora i nagrada u iznosima na koje se plaćaju doprinosi, porezi i prirezi.

Prosječna mjesečna bruto plaća obuhvaća sve vrste neto isplata prema osnovi radnog odnosa i sljedeća zakonom propisana obvezatna izdvajanja: doprinosi za mirovinsko osiguranje, porez na dohodak i prirez porezu na dohodak.

Broj plaćenih sati jest broj sati za koje su zaposlene osobe primile plaću. Plaćeni sati uključuju izvršene sate rada (sati izvršeni u redovitome radnom vremenu i prekovremeni sati) i neizvršene sate rada (godišnji odmor, praznici, bolovanje kraće od 42 dana i drugi plaćeni, a neizvršeni sati). Plaćeni sati ne uključuju neizvršene sate rada plaćene izvan pravne osobe (sati bolovanja u trajanju duljem od 42 dana, sati roditeljskog dopusta, sati skraćenoga radnog vremena roditelja i sl.).

Prosječna mjesečna neto i bruto plaća po zaposlenome izračunava se dijeljenjem ukupnih isplata brojem zaposlenih koji su primili isplate.

Prosječna mjesečna neto i bruto plaća po plaćenom satu izračunava se dijeljenjem ukupnih isplata ukupnim brojem plaćenih sati.

Nominalni indeksi neto i bruto plaća izračunavaju se iz podataka o prosječnim mjesečnim iznosima neto i bruto plaća za odgovarajuće mjesece i godine.

NOTES ON METHODOLOGY

Data source

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.

If an employee had less than 80 hours of paid work in the accounting period, then those earnings are not included in the data.

Data on monthly net and gross earnings are presented according to realised pay-offs in 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.

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.

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.

Realni indeksi neto i bruto plaća izračunavaju se dijeljenjem nominalnih indeksa neto i bruto plaća indeksom potrošačkih cijena za odgovarajuće mjesec i godine.

Medijalna mjesečna neto i bruto plaća izračunava se određivanjem sredine nakon rangiranja plaća zaposlenih, od najniže do najviše, te pokazuje da 50% zaposlenih prima plaću u iznosu jednakom ili manjem od tog iznosa (medijana), a 50% zaposlenih prima jednaku ili veću od tog iznosa (medijana).

Kvartilne mjesečne neto i bruto plaće izračunavaju se podjelom plaća zaposlenih na četiri jednaka dijela nakon rangiranja od najniže do najviše, a zatim odabirom iznosa plaće ispod kojeg se nalazi 25%, 50%, 75% i 100% plaća zaposlenih. Mogu se podijeliti na prvi (donji) kvartil, drugi kvartil (medijan), treći (gornji) kvartil i četvrti kvartil.

Prvi (donji) kvartil pokazuje da 25% zaposlenih prima plaću u iznosu jednakom ili manjem od prvoga kvartila, a 75% zaposlenih prima plaću jednaku ili veću od prvoga kvartila.

Treći (gornji) kvartil pokazuje da 75% zaposlenih prima plaću u iznosu jednakom ili manjem od trećega kvartila, a 25% zaposlenih prima plaću jednaku ili veću od trećega kvartila.

Decilne mjesečne neto i bruto plaće izračunavaju se podjelom plaća zaposlenih na deset jednakih dijelova nakon rangiranja od najniže do najviše, a zatim odabirom iznosa plaće ispod kojeg se nalazi 10%, 20%, 30%, 40%, 50%, 60%, 70%, 80%, 90% i 100% plaća zaposlenih.

U **prvom decilu** nalaze se zaposleni koji imaju najniže mjesečne plaće i pokazuje da 10% zaposlenih prima plaću u iznosu jednakom ili manjem od prvog decila, a 90% zaposlenih prima plaću jednaku ili veću od tog iznosa. U drugom decilu nalaze se zaposleni koji primaju plaću veću od onih koji se nalaze u prvom decilu i manju od onih koji se nalaze u trećem decilu itd.

Kratice

NKD 2007. Nacionalna klasifikacija djelatnosti, verzija 2007.
z podatak zbog povjerljivosti nije objavljen

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

Objavljuje i tiska Državni zavod za statistiku Republike Hrvatske, Zagreb, Ilica 3, p. p. 80.
Published and printed by the Croatian Bureau of Statistics, Zagreb, Ilica 3, P. O. B. 80
Telefon/ Phone: +385 (0) 1 4806-111, telefaks/ Fax: +385 (0) 1 4817-666
Novinarski upiti/ Press corner: press@dzs.hr

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Naklada: 20 primjeraka
20 copies printed

Podaci iz ovog Priopćenja objavljuju se i na internetu.
First Release data are also published on the Internet.

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Pretplata publikacija
Subscription
Telefon/ Phone: +385 (0) 1 4806-115
Elektronička pošta/ E-mail: prodaja@dzs.hr
Telefaks/ Fax: +385 (0) 1 4806-148