

## **QUALITY REPORT FOR STATISTICAL SURVEY**

### **Annual Survey on Persons in Employment and Earnings (RAD-1G) for 2024**

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## 0. Basic information

- Purpose, goal, and subject of the survey

The aim of the survey is to obtain data on the basic characteristics of employed persons: sex, educational attainment, employment status, working time, hours worked, the structure by levels of net wages, net and gross wages by levels of professional qualification, hours worked and wages by sex. It is particularly important to obtain data at all levels of the National Classification of Activities for the Republic of Croatia, as well as at the county and municipality/city levels.

The results of this survey represent an important source of data on the characteristics of employed persons at the national and county levels and serve as the basis for calculating total employment and the registered unemployment rate by county.

The purpose of the survey is to obtain reliable and comparable statistical data on employees and their wages in legal entities in the Republic of Croatia. These data serve as a foundation for monitoring labour market trends, preparing economic analyses, and shaping economic and social policies.

The subject of the survey comprises employees in legal entities of all ownership types, including bodies of state authority and local/regional self-government. Employees in crafts and free professions, as well as individual agricultural producers, are not included in the survey.

- Reference period

Fiscal year

- Legal acts and other agreements

The Labour Act (NN, Nos 93/14, 127/17, 98/19, 151/22, 46/23 and 64/23), Decision on the National Classification of Activities 2007 - NCA 2007 (NN, Nos 58/07 and 72/07), Ordinance on the Register of Spatial Units (NN, No. 37/20), Ordinance on the Content and Manner of Keeping Records on Workers (NN, No. 73/17), Collective agreements between employees and employers

- Classification system

National Classification of Activities 2007

- Statistical concepts and definitions

The key variables in the survey are the number of employees according to various characteristics, gross and net wages, and hours of work. The survey is conducted for national needs in accordance with national legislation (The Labour Act, Official Statistics Act (NN, Nos 25/20, 155/23 and 124/25 – corr.)), and in line with the methodology prescribed by the Croatian Bureau of Statistics.

**Employees** are all persons who have established an employment relationship with an employer for a fixed or indefinite period, regardless of working hours and the ownership of the legal entity.

**Full-time work** means 40 hours per week, unless otherwise defined by law, a collective agreement or an employment contract.

**Part-time work** applies in cases where the scope of work does not require full-time working hours.

**Reduced working hours** refer to jobs where, even with the application of occupational safety measures, it is not possible to fully protect the employee from harmful effects.

**The level of professional qualification** refers to the highest level of education attained by the employee through completion of a school, a training programme, or by passing examinations that confer an educational degree, or by verification of professional competence within a business entity.

For each qualification level, the person holds an appropriate official document (diploma, certificate, decision or confirmation).

**The average monthly paid net wage** includes wages paid to employees for work performed under an employment relationship and compensations for annual leave, paid leave, public holidays and non-working days prescribed by law, sick leave up to 42 days, absence for professional training, downtime not caused by the employee, as well as receipts based on allowances, benefits and bonuses on which contributions, taxes and surtaxes are paid.

**The average gross wage** includes all types of net payments arising from an employment relationship and the following mandatory statutory contributions: pension insurance contributions, income tax and surtax on income tax.

In the data on the average monthly paid wage by levels of professional qualification for work at a specific job position, the term professional qualification refers to general and professional knowledge and the competence of the employee derived from the scope and complexity of the tasks of that job, as defined in the acts adopted by the employer.

**Hours worked** include effective hours worked, hours of waiting, stoppages and interruptions for which employees are not responsible.

**Paid non-worked hours** within the legal entity include hours of annual leave, rest hours for public holidays and non-working days prescribed by law, hours for professional training, sick leave paid by the legal entity, paid leave, and other paid absences.

Paid non-worked hours outside the legal entity include hours of sick leave longer than 42 days, maternity leave hours, reduced working hours for parents, and similar.

**Unpaid hours of work** include unpaid leave and other non-worked hours for which no wage compensation is received.

- Statistical units

Legal entities, and the data is collected by local KAU - Local Kind of Activity Unit.

- Statistical population

Reporting units are legal entities of all forms of ownership on the territory of the Republic of Croatia, institutions, bodies, funds, associations, organisations and parts of legal entities whose activities differ from the activity of the legal entity as well as those whose headquarters are located on the territory of another town/municipality. Report is also submitted by legal entities in the process of establishment as well as those in liquidation.

All persons in paid employment in legal entities are covered, irrespective of the type of employment and the contractual working hours.

## 1. Relevance

### 1.1 Data users

Internal users: within the Croatian Bureau of Statistics, Macroeconomic Statistics Directorate.

External users: national users - Government of the Republic of Croatia, ministries, the Economic Institute, universities, media, scientists and labour market analysts. International users - UN, ILO, IMF, World Bank.

### 1.1.1 User needs

Data from the annual survey on employees and earnings are the only source of data for labour market statistics, that is, on employment (by age, education, type of employment) and earnings for lower territorial levels (counties), as well as the number of employees at the level of cities/municipalities.

### 1.1.2 User satisfaction

The first user satisfaction survey of the Croatian Bureau of Statistics was conducted in 2013, the next one in 2015 and 2022, and the last one at the end of 2024. The results of the survey can be checked on the website of the Croatian Bureau of Statistics – [User satisfaction surveys](#).

## 1.2. Completeness

Survey is conducted for national needs, data is collected and published in accordance with the Annual Implementation Plan.

### 1.2.1 Data completeness rate

Indicator was not computed for this survey.

## 2. Accuracy and reliability

### 2.1. Sampling error

Not applicable.

#### 2.1.1 Sampling error indicators

Indicator for this survey is not applicable.

### 2.2. Non-sampling error

Not applicable.

#### 2.2.1. Coverage error

Not applicable

#### 2.2.2. Over-coverage rate

Indicator for this survey is not applicable.

#### 2.2.3. Measurement error

During data processing, detailed logical and mathematical controls of all responses are done. These controls are: control of input values according to the ranges, control of possible answers, logical and mathematical control of activity and amount of earnings, logical data control on hours paid/worked, education, etc.

#### 2.2.4. Non-response error

Not applicable.

#### 2.2.5. Unit non-response rate

Indicator for this survey is not applicable.

#### 2.2.6. Item non-response rate

Indicator for this survey is not applicable.

#### 2.2.7. Processing error

During data processing, detailed logical and mathematical controls of all responses are done. These controls are: control of input values according to the ranges, control of possible answers, logical and mathematical control of activity and amount of earnings, logical data control on hours paid/worked, education etc.

#### 2.2.8. Imputation rate

Indicator for this survey is not applicable.

#### 2.2.9. Model assumption error

Not applicable.

### 2.3. Data revision

#### 2.3.1. Data revision – policy

The users of statistical data are informed about revisions on the website of the Croatian Bureau of Statistics, on the link – [General Revision Policy of the CBS.](#)

#### 2.3.2. Data revision – practice

Survey does not disseminate preliminary results and that's the reason why the regular data revision does not exist.

#### 2.3.3. Data revision – average size

Indicator for this survey is not applicable.

### 2.4. Seasonal adjustment

The data are not seasonally adjusted.

## 3. Timeliness and punctuality

### 3.1. Timeliness

In April, at the First release is published presenting data on employment for the previous year and wages data for the two years prior.

#### 3.1.1. Timeliness – first results

Indicator for this survey is not applicable.

#### 3.1.2. Timeliness – final results

Timeliness – final results is T + 12.

### 3.2. Punctuality

The planned publications were published on time according to the Calendar of Statistical Data Issues.

#### 3.2.1. Punctuality – delivery and publication

Delivery and publication is 100.

## 4. Accessibility and clarity

Data are available on the website of Croatian Bureau of Statistics.

#### 4.1. News release

The results of the RAD- 1G 2024 have been published:

[RAD-2024-1-3 Average monthly paid off net earnings and gross earning, by professional attainment and by economic activities, 2023 - published on 28 April 2025](#)

[RAD-2025-1-4 Average monthly gross and net earnings of persons in paid employment, by sex, 2023 - published on 30 April 2025](#)

[RAD- 2024- 2- 3 Persons in paid employment, by sex and economic activities, situation as on 31 March 2024 - published on 30 April 2025](#)

[RAD- 2024- 2- 4 Persons in paid employment, by activities and counties situation as on 31 March 2024 - published on 30 April 2025](#)

#### 4.2. Online database

Data are available at the link [Labour Market | Državni zavod za statistiku](#).

#### 4.3. Microdata access

The conditions under which certain users can access microdata are regulated by the [Ordinance on Conditions and Terms of Access and Use of Confidential Statistical Data of the Croatian Bureau of Statistics for Scientific Purposes](#) (NN, No. 5/23).

#### 4.4. Documentation on methodology

Methodological explanations, which form part of the publications, are available on the website of the Croatian Bureau of Statistics.

### 5. Coherence and comparability

#### 5.1. Asymmetry for mirror flows statistics

Indicator for this survey is not applicable.

#### 5.2. Comparability over time

Until 1998, neither persons in employment in police and defence nor persons who performed their activity at private farms were included. In order to obtain as full data as possible, since 1998, the number of persons in employment has included the estimated data on persons in employment in police and defence. Since 2004, these data have been included on the basis of reports submitted by competent ministries.

Data on the number of employees in the Republic of Croatia from 1996 onwards contain an estimate of the number of employees in legal entities that have less than 10 employees, for which we have not received reports. The estimations were made according to the data of the annual financial statistical reports collected and processed by the Financial Agency (FINA). Since 1997, these estimates have been included in the number of employees per county. Data on employees by city/municipality do not contain these estimates.

Data on average monthly gross and paid off net earnings are based on the regular Annual Survey on Persons in Employment and Earnings (RAD-1G form). Since 2003, data on average gross earnings have been monitored by the annual survey according to the level of professional attainment and since 2004 according to sex as well.

#### 5.2.1. Length of comparable time series

Indicator was not computed for this survey.

#### 5.2.2. Reasons for break in time series

Changes in the classification of activities.

### 5.3. Coherence – short-term and annual statistics

Indicator was not computed for this survey.

### 5.4. Coherence – national accounts

Indicator for this survey is not applicable.

### 5.5. Coherence – administrative sources

Indicator was not computed for this survey.

## 6. Cost and burden

### 6.1. Cost

The data is collected annually through the county offices and their branches, which, in addition to RAD-1G, also work on other surveys of Croatian Bureau of Statistics.

### 6.2. Burden

In order to reduce the burden on reporting units, estimates are made for companies with less than 10 employees.