



## PERSONS IN PAID EMPLOYMENT, BY SEX AND BY COUNTIES, FOURTH QUARTER OF 2023

Data on persons in employment in legal entities, by counties, were obtained by processing data from the JOPPD form. The processing was performed according to the predominant NKD 2007 activity and place of permanent/temporary residence. Therefore, the data by activities are not comparable with the monthly data published so far.

In December 2023, the largest total number of persons in employment was in the City of Zagreb, 368 247, which accounted for 22.3% of the total number of persons in employment in the Republic of Croatia. The lowest number of persons in employment was in the County of Lika-Senj, 17 017, which accounted for 1.0% of the total number of persons in employment in the Republic of Croatia. The largest number of employed women was in the City of Zagreb, 183 252, which accounted for 23.6%, and the lowest one in the County of Lika-Senj, 7 642, which accounted for 1.0% of the total number of employed women in the Republic of Croatia.

In December 2023 compared to December 2022, the number of persons in employment in legal entities increased in 15 counties, with the largest increase being recorded in the County of Dubrovnik-Neretva, of 3.0%. The number of employed women in legal entities increased in 14 counties, with the largest increase being recorded in the County of Dubrovnik-Neretva, of 2.6%.

For the period from October to December 2023, compared to the same period of the previous year, the number of persons in employment in legal entities increased in 17 counties, with the largest increase being recorded in the County of Slavonski Brod-Posavina, of 3.6%. Four counties had a decrease in the number of persons in employment, with the largest decrease, of 1.3%, being recorded in the County of Virovitica-Podravina.

The number of employed women in legal entities increased in 17 counties, ranging from 0.3% in the counties of Varaždin and Bjelovar-Bilogora (each) to 3.2% in the County of Slavonski Brod-Posavina. A decrease in the number of employed women was recorded in three counties, ranging from 0.1% in the County of Koprivnica-Križevci to 1.0% in the County of Virovitica-Podravina. The number of employed women in legal entities remained unchanged in the County of Sisak-Moslavina.

The highest registered unemployment rate in December 2023 was recorded in the County of Virovitica-Podravina, of 14.6%, which was 8.1 percentage points higher than the registered unemployment rate in the Republic of Croatia. The lowest one was recorded in the County of Varaždin, of 3.0%, which was 3.5 percentage points lower than the registered unemployment rate in the Republic of Croatia. The highest registered unemployment rate for women was recorded in the County of Virovitica-Podravina, of 18.7%, which was 10.8 percentage points higher than the registered unemployment rate for women in the Republic of Croatia. The lowest one was recorded in the City of Zagreb, of 3.2%, which was 4.7 percentage points lower than the registered unemployment rate for women in the Republic of Croatia.

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

# 1 LABOUR FORCE ACCORDING TO ADMINISTRATIVE SOURCES, BY COUNTIES AND BY SEX, 2023

County	Active population (labour force) <sup>1)</sup>			Total persons in employment <sup>1)2)</sup>			Unemployed persons			Registered unemployment rate, % <sup>1)</sup>		
	X	XI	XII	X	XI	XII	X	XI	XII	X	XI	XII
Republic of Croatia	1 776 993	1 770 489	1 768 760	1 667 104	1 657 239	1 653 778	109 889	113 250	114 982	6,2	6,4	6,5
Women	840 882	837 425	841 413	777 295	771 876	775 018	63 587	65 549	66 395	7,6	7,8	7,9
Zagreb	143 143	143 791	145 151	138 096	138 942	140 341	5 047	4 849	4 810	3,5	3,4	3,3
Women	65 675	65 925	66 822	62 975	63 319	64 231	2 700	2 606	2 591	4,1	4,0	3,9
Krapina-Zagorje	54 884	55 139	55 512	52 818	53 139	53 587	2 066	2 000	1 925	3,8	3,6	3,5
Women	24 633	24 793	25 068	23 508	23 697	24 012	1 125	1 096	1 056	4,6	4,4	4,2
Sisak-Moslavina	59 663	59 738	59 627	53 225	53 298	53 282	6 438	6 440	6 345	10,8	10,8	10,6
Women	27 375	27 386	27 533	23 570	23 548	23 729	3 805	3 838	3 804	13,9	14,0	13,8
Karlovac	47 108	47 249	47 233	44 756	44 898	44 755	2 352	2 351	2 478	5,0	5,0	5,2
Women	21 805	21 800	22 034	20 382	20 381	20 554	1 423	1 419	1 480	6,5	6,5	6,7
Varaždin	73 891	74 289	74 644	71 518	71 999	72 382	2 373	2 290	2 262	3,2	3,1	3,0
Women	33 975	34 070	34 414	32 664	32 837	33 192	1 311	1 233	1 222	3,9	3,6	3,6
Koprivnica-Križevci	41 947	42 123	42 122	40 082	40 248	40 307	1 865	1 875	1 815	4,4	4,5	4,3
Women	18 922	19 020	19 157	17 824	17 918	18 091	1 098	1 102	1 066	5,8	5,8	5,6
Bjelovar-Bilogora	40 551	40 483	40 916	37 157	37 072	37 419	3 394	3 411	3 497	8,4	8,4	8,5
Women	18 729	18 593	19 032	16 722	16 598	16 996	2 007	1 995	2 036	10,7	10,7	10,7
Primorje-Gorski kotar	126 756	125 582	124 549	120 610	119 295	118 259	6 146	6 287	6 290	4,8	5,0	5,1
Women	60 993	60 274	59 657	57 515	56 734	56 127	3 478	3 540	3 530	5,7	5,9	5,9
Lika-Senj	19 127	18 350	18 420	17 862	16 996	17 017	1 265	1 354	1 403	6,6	7,4	7,6
Women	8 645	8 263	8 418	7 966	7 515	7 642	679	748	776	7,9	9,1	9,2
Virovitica-Podravina	28 286	28 391	28 719	24 219	24 284	24 531	4 067	4 107	4 188	14,4	14,5	14,6
Women	13 107	13 173	13 377	10 663	10 706	10 872	2 444	2 467	2 505	18,6	18,7	18,7
Požega-Slavonia	25 007	24 944	25 054	22 674	22 595	22 642	2 333	2 349	2 412	9,3	9,4	9,6
Women	11 459	11 501	11 594	10 021	10 023	10 100	1 438	1 478	1 494	12,5	12,9	12,9
Slavonski Brod-Posavina	53 066	53 203	53 231	47 305	47 442	47 511	5 761	5 761	5 720	10,9	10,8	10,7
Women	23 001	22 998	23 158	19 207	19 212	19 436	3 794	3 786	3 722	16,5	16,5	16,1
Zadar	70 346	69 031	69 060	66 818	65 172	65 080	3 528	3 859	3 980	5,0	5,6	5,8
Women	33 639	32 971	33 163	31 598	30 700	30 821	2 041	2 271	2 342	6,1	6,9	7,1
Osijek-Baranja	113 315	113 419	114 324	99 414	99 226	99 911	13 901	14 193	14 413	12,3	12,5	12,6
Women	53 603	53 727	54 432	44 881	44 822	45 452	8 722	8 905	8 980	16,3	16,6	16,5
Šibenik-Knin	40 957	40 236	40 131	37 081	35 957	35 727	3 876	4 279	4 404	9,5	10,6	11,0
Women	19 551	19 241	19 317	17 366	16 834	16 827	2 185	2 407	2 490	11,2	12,5	12,9
Vukovar-Sirmium	55 716	56 111	56 045	49 839	50 050	49 937	5 877	6 061	6 108	10,5	10,8	10,9
Women	25 665	25 748	26 013	21 798	21 768	22 002	3 867	3 980	4 011	15,1	15,5	15,4
Split-Dalmatia	195 922	193 448	192 049	177 297	173 115	170 877	18 625	20 333	21 172	9,5	10,5	11,0
Women	95 261	94 411	94 446	84 848	83 047	82 645	10 413	11 364	11 801	10,9	12,0	12,5
Istria	105 547	102 302	100 250	102 807	99 318	97 090	2 740	2 984	3 160	2,6	2,9	3,2
Women	49 250	47 628	46 826	47 904	46 127	45 220	1 346	1 501	1 606	2,7	3,2	3,4
Dubrovnik-Neretva	58 309	57 116	55 465	54 806	52 894	50 728	3 503	4 222	4 737	6,0	7,4	8,5
Women	27 491	26 956	26 343	25 511	24 600	23 705	1 980	2 356	2 638	7,2	8,7	10,0
Međimurje	45 359	45 679	45 646	43 193	43 516	43 489	2 166	2 163	2 157	4,8	4,7	4,7
Women	20 870	21 018	21 079	19 680	19 827	19 915	1 190	1 191	1 164	5,7	5,7	5,5
City of Zagreb	377 457	379 199	379 953	364 891	367 117	368 247	12 566	12 082	11 706	3,3	3,2	3,1
Women	187 044	187 725	189 333	180 503	181 459	183 252	6 541	6 266	6 081	3,5	3,3	3,2

1) Provisional data.

2) Data on foreign workers are not presented. See Notes on Methodology.

## 2 PERSONS IN PAID EMPLOYMENT IN LEGAL ENTITIES, BY COUNTIES AND BY SEX, 2023

County	Persons in paid employment in legal entities <sup>1)2)</sup>				Indices <sup>1)</sup>			
	X	XI	XII	X – XII	$\frac{X\ 2023}{X\ 2022}$	$\frac{XI\ 2023}{XI\ 2022}$	$\frac{XII\ 2023}{XII\ 2022}$	$\frac{X - XII\ 2023}{X - XII\ 2022}$
Republic of Croatia	1 443 851	1 437 062	1 435 416	1 438 776	101,2	101,5	100,9	101,2
Women	684 238	680 531	684 428	683 066	101,1	101,3	100,8	101,0
Zagreb	124 501	125 298	126 729	125 509	101,5	101,7	101,9	101,7
Women	57 336	57 674	58 612	57 874	101,1	101,4	101,3	101,3
Krapina-Zagorje	45 619	45 957	46 438	46 005	101,6	101,5	101,3	101,5
Women	20 858	21 047	21 372	21 092	102,5	102,1	101,5	102,0
Sisak-Moslavina	46 164	46 153	46 188	46 168	100,1	100,2	99,5	99,9
Women	20 622	20 590	20 795	20 669	100,1	100,3	99,6	100,0
Karlovac	38 832	38 953	38 884	38 890	100,6	100,9	99,9	100,5
Women	17 651	17 652	17 856	17 720	100,9	101,1	100,9	101,0
Varaždin	62 449	62 894	63 316	62 886	100,5	101,2	100,8	100,8
Women	28 979	29 143	29 508	29 210	100,2	100,6	100,0	100,3
Koprivnica-Križevci	34 170	34 334	34 442	34 315	100,5	101,2	100,3	100,7
Women	15 337	15 431	15 627	15 465	99,7	100,7	99,5	99,9
Bjelovar-Bilogora	31 496	31 391	31 780	31 556	100,1	100,1	100,5	100,2
Women	14 378	14 233	14 646	14 419	100,5	99,6	100,8	100,3
Primorje-Gorski kotar	102 540	101 569	100 611	101 573	100,4	101,1	99,9	100,5
Women	50 180	49 613	49 047	49 613	100,9	101,3	99,3	100,5
Lika-Senj	14 815	14 014	14 103	14 311	102,6	102,5	102,4	102,5
Women	6 766	6 361	6 518	6 548	102,2	102,3	102,5	102,3
Virovitica-Podravina	19 089	19 133	19 448	19 223	99,0	98,7	98,4	98,7
Women	8 572	8 602	8 795	8 656	99,7	99,2	98,0	99,0
Požega-Slavonia	19 040	18 965	19 034	19 013	99,5	99,5	98,9	99,3
Women	8 652	8 657	8 731	8 680	100,9	101,1	99,9	100,6
Slavonski Brod-Posavina	40 041	40 131	40 207	40 126	103,8	104,0	102,9	103,6
Women	16 221	16 226	16 448	16 298	103,7	103,7	102,4	103,2
Zadar	55 016	53 676	53 736	54 143	101,7	101,9	101,9	101,8
Women	26 924	26 182	26 380	26 495	101,3	101,5	101,3	101,4
Osijek-Baranja	86 205	86 030	86 776	86 337	100,4	100,8	101,2	100,8
Women	39 256	39 217	39 866	39 446	99,9	100,6	101,1	100,5
Šibenik-Knin	30 561	29 700	29 548	29 936	101,4	101,3	101,3	101,3
Women	14 798	14 399	14 429	14 542	100,6	100,3	100,4	100,4
Vukovar-Sirmium	41 358	41 586	41 542	41 495	100,0	100,9	100,1	100,3
Women	18 385	18 369	18 636	18 463	101,1	101,3	101,1	101,2
Split-Dalmatia	149 721	146 579	144 742	147 014	101,6	101,7	101,2	101,5
Women	73 769	72 567	72 285	72 874	101,5	101,8	101,4	101,6
Istria	84 250	81 415	79 311	81 659	103,3	103,0	101,2	102,5
Women	40 513	39 070	38 201	39 261	103,1	102,7	101,0	102,3
Dubrovnik-Neretva	45 787	44 637	42 727	44 384	103,2	103,4	103,0	103,2
Women	22 144	21 589	20 838	21 524	103,5	103,1	102,6	103,1
Međimurje	38 880	39 202	39 196	39 093	98,8	99,6	98,8	99,1
Women	17 815	17 951	18 044	17 937	99,0	99,6	98,9	99,2
City of Zagreb	332 681	334 779	335 999	334 486	101,1	101,5	101,0	101,2
Women	164 893	165 754	167 597	166 081	100,7	100,9	100,8	100,8
Foreign	636	666	659	654	99,7	102,9	98,8	100,5
Women	189	204	197	197	148,8	148,9	144,9	147,5

1) Provisional data.

2) 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

The total number of persons in employment includes persons employed in legal entities, in trades and crafts and free lances, as well as insured persons – private farmers.

Data on persons in employment in legal entities were gathered by processing data from the Report on Income, Income Tax and Surtax as well as Contributions for Mandatory Insurances (JOPPD form), which has been 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.

Data on persons in employment in crafts and trades and free lances are processed according to the records on pension insurance beneficiaries obtained from the Croatian Institute for Pension Insurance.

The Croatian Institute for Pension Insurance provides data on employed insured persons – private farmers.

Data on the number of unemployed persons are obtained from the Croatian Employment Service.

#### **Coverage and comparability**

The survey on persons in paid employment in legal entities includes all persons who have signed a work contract, regardless of the type of work contract and whether they work full-time or less than full-time.

Foreign workers are persons employed in legal entities on the territory of the Republic of Croatia who do not have permanent/temporary residence in the Republic of Croatia.

The survey on persons in crafts and trades and free lances includes owners and employees registered with the Croatian Institute for Pension Insurance.

Data are presented according to the predominant, main activity of the NKD 2007, while the monthly data published so far were presented according to the "pure" activity. This means that the processing, in addition to the main activity, was also performed according to secondary activities. Therefore, the data by activities are not comparable with the monthly data published so far.

Data on counties are presented according to the place of permanent/temporary residence by the territorial constitution in accordance with the Act on the Territories of Counties, Towns and Municipalities in the Republic of Croatia (NN, Nos 86/06, 125/06, 16/07, 95/08, 46/10, 145/10, 37/13, 44/13, 45/13 and 110/15).

#### **Definitions**

**Persons in paid employment** are all persons who have signed a work contract with an employer for a fixed or an unspecified period of time, irrespective of the type of ownership and of whether they work full-time or less than full-time.

**Registered unemployment rate** is calculated as a ratio of the number of unemployed persons to the total active population (labour force).

#### **Abbreviations**

NKD 2007      National Classification of Activities, 2007 version  
NN            Narodne novine, official gazette of the Republic of Croatia

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