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PERSONS IN PAID EMPLOYMENT, BY SEX AND BY COUNTIES, THIRD QUARTER OF 2025

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 September 2025, the largest number of persons in employment was in the City of Zagreb, 378 504, which accounted for **21.6%** 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, 19 346, which accounted for **1.1%** 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, 185 312, which accounted for 22.7%, and the lowest in the County of Lika-Senj, 8 666, which accounted for 1.1% of the total number of employed women in the Republic of Croatia.

In September 2025 compared to September 2024, the number of persons in employment in legal entities increased in 11 counties, with the largest increase being recorded in the County of Zadar, of 1.2%. The number of employed women in legal entities increased in 17 counties, with the largest increase being recorded in the County of Slavonski Brod-Posavina, of 2.2%.

For the period from July to September 2025, compared to the same period of the previous year, the number of persons in employment in legal entities increased in 10 counties, with the largest increase being recorded in the County of Slavonski Brod-Posavina, of 1.1%. Nine counties recorded a decrease in the number of persons in employment, with the largest one, of 1.5%, being recorded in the County of Varaždin. The number of persons in employment in legal entities in the counties of Karlovac and Split-Dalmatia remained unchanged.

The number of employed women in legal entities increased in 17 counties, ranging from 0.2% in the County of Karlovac to 2.3% 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 City of Zagreb to 1.5% in the County of Varaždin. The number of employed women in legal entities remained unchanged in the County of Koprivnica-Križevci.

The highest registered unemployment rate in September 2025 was recorded in the County of Osijek-Baranja, of **9.5%**, which was 5.4 percentage points higher than the registered unemployment rate in the Republic of Croatia. The lowest one was recorded in the County of Istria, of **1.2%**, which was 2.9 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 Osijek-Baranja, of 11.7%, which was 7.1 percentage points higher than the registered unemployment rate for women in the Republic of Croatia. The lowest one was recorded in the County of Istria, of 1.4%, which was 3.2 percentage points lower than the registered unemployment rate for women in the Republic of Croatia.

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

1 LABOUR FORCE ACCORDING TO ADMINISTRATIVE SOURCES, BY COUNTIES
AND BY SEX, 2025

County	Active population (labour force) ¹⁾			Total persons in employment ¹⁾²⁾			Unemployed persons			Registered unemployment rate, % ¹⁾		
	VII	VIII	IX	VII	VIII	IX	VII	VIII	IX	VII	VIII	IX
Republic of Croatia	1 844 126	1 844 476	1 830 947	1 770 943	1 768 981	1 756 388	73 183	75 495	74 559	4,0	4,1	4,1
Women	863 478	863 002	855 275	823 637	821 958	815 572	39 841	41 044	39 703	4,6	4,8	4,6
Zagreb	150 629	150 769	150 793	146 303	146 291	146 452	4 326	4 478	4 341	2,9	3,0	2,9
Women	68 151	68 037	67 764	65 912	65 705	65 567	2 239	2 332	2 197	3,3	3,4	3,2
Krapina-Zagorje	56 345	56 228	56 155	54 751	54 610	54 602	1 594	1 618	1 553	2,8	2,9	2,8
Women	25 182	25 149	25 060	24 357	24 300	24 273	825	849	787	3,3	3,4	3,1
Sisak-Moslavina	59 325	59 081	58 677	55 125	54 769	54 459	4 200	4 312	4 218	7,1	7,3	7,2
Women	26 977	26 840	26 631	24 766	24 565	24 450	2 211	2 275	2 181	8,2	8,5	8,2
Karlovac	47 755	47 694	47 636	46 416	46 241	46 174	1 339	1 453	1 462	2,8	3,0	3,1
Women	21 990	21 968	21 859	21 258	21 170	21 062	732	798	797	3,3	3,6	3,6
Varaždin	75 224	74 860	74 474	73 098	72 637	72 291	2 126	2 223	2 183	2,8	3,0	2,9
Women	34 068	33 910	33 794	32 878	32 634	32 570	1 190	1 276	1 224	3,5	3,8	3,6
Koprivnica-Križevci	42 547	42 568	42 313	41 343	41 190	41 018	1 204	1 378	1 295	2,8	3,2	3,1
Women	19 000	19 033	18 930	18 384	18 331	18 266	616	702	664	3,2	3,7	3,5
Bjelovar-Bilogora	40 529	40 446	40 453	38 799	38 613	38 564	1 730	1 833	1 889	4,3	4,5	4,7
Women	18 564	18 559	18 518	17 651	17 590	17 548	913	969	970	4,9	5,2	5,2
Primorje-Gorski Kotar	134 479	134 943	133 088	130 535	130 875	129 022	3 944	4 068	4 066	2,9	3,0	3,1
Women	63 642	63 853	62 843	61 470	61 609	60 637	2 172	2 244	2 206	3,4	3,5	3,5
Lika-Senj	20 349	20 739	20 169	19 571	19 933	19 346	778	806	823	3,8	3,9	4,1
Women	9 207	9 380	9 084	8 803	8 954	8 666	404	426	418	4,4	4,5	4,6
Virovitica-Podravina	27 946	27 854	28 084	25 266	25 138	25 463	2 680	2 716	2 621	9,6	9,8	9,3
Women	12 833	12 735	12 777	11 377	11 253	11 358	1 456	1 482	1 419	11,3	11,6	11,1
Požega-Slavonia	24 951	24 835	24 710	23 599	23 433	23 350	1 352	1 402	1 360	5,4	5,6	5,5
Women	11 345	11 284	11 195	10 625	10 533	10 487	720	751	708	6,3	6,7	6,3
Slavonski Brod-Posavina	53 811	53 950	53 464	50 102	50 176	49 963	3 709	3 774	3 501	6,9	7,0	6,5
Women	22 989	23 046	22 776	20 898	20 923	20 804	2 091	2 123	1 972	9,1	9,2	8,7
Zadar	77 144	77 276	75 711	75 046	75 149	73 570	2 098	2 127	2 141	2,7	2,8	2,8
Women	36 375	36 338	35 559	35 211	35 174	34 416	1 164	1 164	1 143	3,2	3,2	3,2
Osijek-Baranja	113 706	113 527	113 366	103 033	102 647	102 588	10 673	10 880	10 778	9,4	9,6	9,5
Women	53 792	53 540	53 315	47 503	47 165	47 076	6 289	6 375	6 239	11,7	11,9	11,7
Šibenik-Knin	43 895	44 028	43 387	41 855	41 917	41 149	2 040	2 111	2 238	4,6	4,8	5,2
Women	20 659	20 690	20 348	19 668	19 671	19 300	991	1 019	1 048	4,8	4,9	5,2
Vukovar-Srijem	56 225	56 069	55 804	52 528	52 282	52 180	3 697	3 787	3 624	6,6	6,8	6,5
Women	25 537	25 455	25 325	23 452	23 337	23 319	2 085	2 118	2 006	8,2	8,3	7,9
Split-Dalmatia	205 829	206 195	203 495	195 144	195 172	192 649	10 685	11 023	10 846	5,2	5,3	5,3
Women	98 650	98 571	97 003	92 877	92 686	91 449	5 773	5 885	5 554	5,9	6,0	5,7

Istria	114 247	115 111	113 089	112 976	113 826	111 680	1 271	1 285	1 409	1,1	1,1	1,2
Women	52 983	53 411	52 486	52 324	52 737	51 747	659	674	739	1,2	1,3	1,4
Dubrovnik-Neretva	61 639	62 361	61 428	59 505	60 158	59 211	2 134	2 203	2 217	3,5	3,5	3,6
Women	28 506	28 884	28 488	27 316	27 646	27 280	1 190	1 238	1 208	4,2	4,3	4,2
Međimurje	46 004	45 848	45 401	44 153	43 889	43 516	1 851	1 959	1 885	4,0	4,3	4,2
Women	21 124	20 993	20 778	20 096	19 905	19 769	1 028	1 088	1 009	4,9	5,2	4,9
City of Zagreb	390 905	389 465	388 613	381 153	379 406	378 504	9 752	10 059	10 109	2,5	2,6	2,6
Women	191 680	191 104	190 526	186 587	185 848	185 312	5 093	5 256	5 214	2,7	2,8	2,7

1) Provisional data.

2) Data on non-residents are not presented. See Notes on Methodology.

2 PERSONS IN PAID EMPLOYMENT IN LEGAL ENTITIES, BY COUNTIES AND BY SEX, 2025

County	Persons in paid employment in legal entities ¹⁾²⁾				Indices ¹⁾			
	VII	VIII	IX	VII – IX	<u>VII 2025</u> VII 2024	<u>VIII 2025</u> VIII 2024	<u>IX 2025</u> IX 2024	<u>VII – IX 2025</u> VII – IX 2024
Republic of Croatia	1 514 675	1 513 908	1 509 590	1 512 724	100,0	100,0	99,9	100,0
Women	716 605	715 631	713 371	715 202	100,3	100,7	100,7	100,5
Zagreb	132 037	132 003	132 109	132 050	100,9	101,0	101,1	101,0
Women	60 014	59 795	59 641	59 817	100,8	101,2	101,1	101,0
Krapina-Zagorje	47 399	47 250	47 208	47 286	100,4	100,5	100,4	100,4
Women	21 703	21 637	21 602	21 647	100,5	101,0	101,0	100,8
Sisak-Moslavina	47 837	47 498	47 194	47 510	100,2	99,7	99,0	99,6
Women	21 756	21 582	21 487	21 608	101,1	100,9	100,6	100,9
Karlovac	40 402	40 250	40 161	40 271	100,0	99,9	99,9	100,0
Women	18 539	18 464	18 349	18 451	100,2	100,4	100,1	100,2
Varaždin	63 949	63 486	63 132	63 522	98,8	98,2	98,4	98,5
Women	29 076	28 831	28 760	28 889	98,4	98,3	99,3	98,6
Koprivnica-Križevci	35 457	35 319	35 124	35 300	100,0	99,9	99,4	99,7
Women	15 967	15 917	15 843	15 909	99,8	100,3	100,0	100,0
Bjelovar-Bilogora	33 165	32 999	32 957	33 040	99,7	99,9	99,6	99,7
Women	15 350	15 290	15 257	15 299	101,0	101,7	101,3	101,3
Primorje-Gorski Kotar	108 369	108 884	108 445	108 566	100,3	100,4	100,3	100,3
Women	52 375	52 599	52 342	52 439	100,1	100,6	100,4	100,4
Lika-Senj	15 900	16 319	16 132	16 117	100,3	100,9	100,1	100,5
Women	7 226	7 407	7 325	7 319	100,3	101,3	100,4	100,7
Virovitica-Podravina	19 967	19 868	20 135	19 990	98,5	98,8	100,0	99,1
Women	9 244	9 154	9 238	9 212	100,1	100,3	101,1	100,5
Požega-Slavonia	19 874	19 714	19 629	19 739	100,3	100,2	100,1	100,2
Women	9 205	9 123	9 089	9 139	101,1	101,9	101,5	101,5
Slavonski Brod-Posavina	42 244	42 340	42 097	42 227	100,9	101,4	101,0	101,1
Women	17 665	17 715	17 602	17 661	101,7	102,8	102,2	102,3
Zadar	59 456	59 737	59 695	59 629	100,7	100,6	101,2	100,8
Women	28 840	28 924	28 880	28 881	101,1	101,6	102,1	101,6
Osijek-Baranja	89 082	88 767	88 716	88 855	99,9	99,8	99,7	99,8
Women	41 606	41 309	41 260	41 392	100,9	100,8	100,8	100,9
Šibenik-Knin	32 881	33 014	32 963	32 953	100,8	100,6	100,9	100,8
Women	16 056	16 121	16 084	16 087	100,4	100,6	100,9	100,6
Vukovar-Srijem	43 655	43 452	43 366	43 491	100,0	99,9	99,5	99,8
Women	19 916	19 823	19 832	19 857	101,2	101,8	101,4	101,5
Split-Dalmatia	158 413	158 625	158 441	158 493	99,9	100,1	100,1	100,0
Women	77 817	77 731	77 677	77 742	100,2	100,6	100,8	100,5
Istria	89 183	90 158	89 665	89 669	100,4	100,8	100,9	100,7
Women	42 610	43 080	42 815	42 835	100,6	101,3	101,4	101,1
Dubrovnik-Neretva	48 239	48 951	48 497	48 562	100,5	101,1	100,6	100,8

Women	23 076	23 426	23 290	23 264	100,9	101,9	101,8	101,5
Međimurje	39 763	39 516	39 123	39 467	99,4	99,2	98,2	98,9
Women	18 201	18 016	17 866	18 028	99,9	100,1	99,4	99,8
City of Zagreb	346 761	345 129	344 164	345 351	99,5	99,3	99,2	99,3
Women	170 139	169 465	168 916	169 507	99,7	100,0	100,0	99,9
Non-residents	642	629	637	636	100,9	92,2	95,4	96,1
Women	224	222	216	221	110,9	100,5	96,4	102,3

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 Pension Insurance Institute.

The Croatian Pension Insurance Institute 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.

Non-residents 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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