

## First Release

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# PERSONS IN PAID EMPLOYMENT, BY SEX AND BY COUNTIES, FOURTH 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 December 2025, the largest number of persons in employment was in the City of Zagreb, 380 444, which accounted for **22.2%** 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, 17 663, 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, 187 382, which accounted for 23.3%, and the lowest in the County of Lika-Senj, 7 977, which accounted for 1.0% of the total number of employed women in the Republic of Croatia.

In December 2025 compared to December 2024, the number of persons in employment in legal entities decreased in 20 counties, with the largest decrease being recorded in the County of Varaždin, of 3.5%. The number of employed women in legal entities increased in four counties, with the largest increase being recorded in the County of Slavonski Brod-Posavina, of 1.5%.

For the period from October to December 2025, compared to the same period of the previous year, the number of persons in employment in legal entities increased in six counties, with the largest increase being recorded in the County of Slavonski Brod-Posavina, of 0.8%. Fifteen counties had a decrease in the number of persons in employment, with the largest decrease being recorded in the counties of Varaždin and Virovitica-Podravina, of 2.5% in each.

The number of employed women in legal entities increased in nine counties, ranging from 0.1% in the County of Split-Dalmatia to 1.8% in the County of Slavonski Brod-Posavina. A decrease in the number of employed women was recorded in 11 counties, ranging from 0.1% in each of the counties of Karlovac, Primorje-Gorski Kotar and Osijek-Baranja to 2.0% in the County of Virovitica-Podravina. The number of employed women in legal entities remained unchanged in the County of Zagreb.

The highest registered unemployment rate in December 2025 was recorded in the County of Virovitica-Podravina, of **9.4%**, which was 4.8 percentage points higher than the registered unemployment rate in the Republic of Croatia. The lowest registered unemployment rate was recorded in the County of Istria, of **2.3%**, which was 2.3 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 11.1%, which was 5.9 percentage points higher than the registered unemployment rate for women in the Republic of Croatia. The lowest registered unemployment rate for women was recorded in the City of Zagreb, of 2.5%, which was 2.7 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) <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	1 832 686	1 816 342	1 799 927	1 754 861	1 735 230	1 717 302	77 825	81 112	82 625	4,2	4,5	4,6
Women	856 747	850 242	848 630	815 256	807 020	804 697	41 491	43 222	43 933	4,8	5,1	5,2
Zagreb	151 956	151 836	151 615	147 630	147 560	147 406	4 326	4 276	4 209	2,8	2,8	2,8
Women	68 282	68 337	68 744	66 061	66 105	66 577	2 221	2 232	2 167	3,3	3,3	3,2
Krapina-Zagorje	56 652	56 404	56 234	55 073	54 856	54 757	1 579	1 548	1 477	2,8	2,7	2,6
Women	25 272	25 212	25 353	24 468	24 408	24 593	804	804	760	3,2	3,2	3,0
Sisak-Moslavina	59 136	58 851	58 864	55 010	54 813	54 904	4 126	4 038	3 960	7,0	6,9	6,7
Women	26 836	26 705	26 958	24 675	24 579	24 839	2 161	2 126	2 119	8,1	8,0	7,9
Karlovac	47 791	47 619	47 552	46 290	46 097	45 982	1 501	1 522	1 570	3,1	3,2	3,3
Women	21 972	21 973	22 149	21 167	21 129	21 246	805	844	903	3,7	3,8	4,1
Varaždin	74 530	74 665	74 097	72 458	72 692	72 164	2 072	1 973	1 933	2,8	2,6	2,6
Women	33 915	33 936	33 864	32 739	32 844	32 819	1 176	1 092	1 045	3,5	3,2	3,1
Koprivnica-Križevci	42 552	42 562	42 339	41 243	41 191	41 031	1 309	1 371	1 308	3,1	3,2	3,1
Women	19 089	19 154	19 231	18 406	18 436	18 566	683	718	665	3,6	3,7	3,5
Bjelovar-Bilogora	40 614	40 541	40 454	38 718	38 636	38 557	1 896	1 905	1 897	4,7	4,7	4,7
Women	18 674	18 645	18 734	17 677	17 646	17 736	997	999	998	5,3	5,4	5,3
Primorje-Gorski Kotar	131 743	129 187	127 333	127 527	124 942	123 035	4 216	4 245	4 298	3,2	3,3	3,4
Women	62 300	61 111	60 662	60 010	58 821	58 360	2 290	2 290	2 302	3,7	3,7	3,8
Lika-Senj	19 761	19 144	18 768	18 832	18 111	17 663	929	1 033	1 105	4,7	5,4	5,9
Women	8 940	8 700	8 548	8 475	8 161	7 977	465	539	571	5,2	6,2	6,7
Virovitica-Podravina	28 175	27 598	27 988	25 601	25 006	25 367	2 574	2 592	2 621	9,1	9,4	9,4
Women	12 855	12 629	12 907	11 481	11 256	11 522	1 374	1 373	1 385	10,7	10,9	10,7
Požega-Slavonia	24 915	24 790	24 674	23 486	23 397	23 297	1 429	1 393	1 377	5,7	5,6	5,6
Women	11 359	11 283	11 354	10 597	10 522	10 597	762	761	757	6,7	6,7	6,7
Slavonski Brod-Posavina	54 316	54 318	53 981	50 670	50 588	50 215	3 646	3 730	3 766	6,7	6,9	7,0
Women	23 178	23 180	23 334	21 109	21 063	21 228	2 069	2 117	2 106	8,9	9,1	9,0
Zadar	75 139	73 125	72 269	72 420	70 037	69 002	2 719	3 088	3 267	3,6	4,2	4,5
Women	35 372	34 495	34 270	33 931	32 859	32 495	1 441	1 636	1 775	4,1	4,7	5,2
Osijek-Baranja	114 312	113 646	113 501	103 748	103 212	103 003	10 564	10 434	10 498	9,2	9,2	9,2
Women	53 834	53 581	53 789	47 726	47 547	47 800	6 108	6 034	5 989	11,3	11,3	11,1
Šibenik-Knin	42 636	41 439	40 726	39 994	38 444	37 627	2 642	2 995	3 099	6,2	7,2	7,6
Women	20 042	19 571	19 356	18 793	18 136	17 848	1 249	1 435	1 508	6,2	7,3	7,8
Vukovar-Srijem	56 642	56 861	56 633	52 732	52 752	52 474	3 910	4 109	4 159	6,9	7,2	7,3
Women	25 794	25 960	26 047	23 602	23 677	23 725	2 192	2 283	2 322	8,5	8,8	8,9
Split-Dalmatia	201 572	198 851	194 743	189 567	185 056	180 334	12 005	13 795	14 409	6,0	6,9	7,4

Women	96 410	95 475	94 362	90 276	88 390	86 940	6 134	7 085	7 422	6,4	7,4	7,9
Istria	110 758	107 191	104 301	108 880	105 031	101 945	1 878	2 160	2 356	1,7	2,0	2,3
Women	51 379	49 702	48 556	50 389	48 571	47 292	990	1 131	1 264	1,9	2,3	2,6
Dubrovnik-Neretva	61 383	59 982	57 783	58 712	56 625	53 743	2 671	3 357	4 040	4,4	5,6	7,0
Women	28 443	27 866	27 055	27 063	26 158	24 992	1 380	1 708	2 063	4,9	6,1	7,6
Međimurje	46 103	45 832	45 617	44 281	44 030	43 822	1 822	1 802	1 795	4,0	3,9	3,9
Women	20 978	20 866	20 948	20 005	19 907	19 995	973	959	953	4,6	4,6	4,5
City of Zagreb	391 344	391 328	389 925	381 333	381 582	380 444	10 011	9 746	9 481	2,6	2,5	2,4
Women	191 583	191 685	192 241	186 366	186 629	187 382	5 217	5 056	4 859	2,7	2,6	2,5

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 <sup>1,2)</sup>				Indices <sup>1)</sup>			
	X	XI	XII	X - XII	X 2025 X 2024	XI 2025 XI 2024	XII 2025 XII 2024	X - XII 2025 X - XII 2024
Republic of Croatia	1 518 445	1 502 833	1 487 287	1 502 855	99,9	99,5	98,6	99,3
Women	717 779	711 515	710 087	713 127	100,2	99,9	99,2	99,8
Zagreb	133 200	133 104	133 026	133 110	101,0	100,4	99,6	100,3
Women	60 069	60 115	60 602	60 262	100,4	100,0	99,5	100,0
Krapina-Zagorje	47 619	47 397	47 363	47 460	100,3	99,2	98,2	99,2
Women	21 773	21 713	21 920	21 802	100,4	99,7	99,0	99,7
Sisak-Moslavina	47 808	47 599	47 755	47 721	99,4	98,9	98,5	98,9
Women	21 742	21 642	21 925	21 770	99,9	99,7	99,3	99,6
Karlovac	40 288	40 114	40 033	40 145	100,3	99,2	98,5	99,3
Women	18 454	18 428	18 550	18 477	100,7	99,6	99,4	99,9
Varaždin	63 251	63 418	62 960	63 210	97,9	97,9	96,5	97,5
Women	28 884	28 966	28 972	28 941	98,6	98,5	97,2	98,1
Koprivnica-Križevci	35 319	35 271	35 159	35 250	99,1	98,6	97,6	98,4
Women	15 958	16 004	16 136	16 033	99,4	99,3	98,9	99,2
Bjelovar-Bilogora	33 076	33 000	32 987	33 021	99,1	99,2	98,3	98,9
Women	15 353	15 326	15 446	15 375	100,4	100,5	99,7	100,2
Primorje-Gorski Kotar	108 539	106 346	104 807	106 564	100,2	99,9	98,9	99,7
Women	52 460	51 438	51 058	51 652	100,2	99,9	99,5	99,9
Lika-Senj	15 839	15 172	14 792	15 268	100,6	101,2	99,0	100,3
Women	7 232	6 953	6 813	6 999	100,3	101,5	99,3	100,3
Virovitica-Podravina	20 296	19 744	20 194	20 078	99,4	96,0	97,1	97,5
Women	9 360	9 157	9 446	9 321	100,1	96,7	97,4	98,0
Požega-Slavonia	19 727	19 657	19 599	19 661	99,5	99,8	98,9	99,4
Women	9 175	9 110	9 192	9 159	100,4	100,4	100,0	100,3
Slavonski Brod-Posavina	42 747	42 664	42 329	42 580	101,3	101,2	100,0	100,8
Women	17 901	17 883	18 066	17 950	102,0	102,0	101,5	101,8
Zadar	59 756	57 764	56 907	58 142	101,1	100,3	99,2	100,2
Women	28 946	28 072	27 802	28 273	101,3	100,7	99,4	100,5
Osijek-Baranja	89 772	89 217	89 031	89 340	99,8	99,2	98,5	99,2
Women	41 867	41 682	41 940	41 830	100,4	100,0	99,3	99,9
Šibenik-Knin	32 838	31 598	30 865	31 767	100,6	99,4	98,2	99,4
Women	16 051	15 537	15 294	15 627	100,5	99,7	98,7	99,6
Vukovar-Srijem	43 900	43 954	43 696	43 850	100,0	100,1	99,2	99,8
Women	20 116	20 199	20 258	20 191	100,8	101,4	100,7	101,0
Split-Dalmatia	158 996	155 969	151 758	155 574	100,1	100,0	98,9	99,7
Women	78 183	77 014	75 743	76 980	100,4	100,5	99,4	100,1
Istria	88 991	85 820	82 888	85 900	100,8	100,8	99,6	100,4
Women	42 475	41 014	39 798	41 096	100,9	101,3	100,2	100,8
Dubrovnik-Neretva	48 924	47 640	44 983	47 182	101,4	101,1	99,7	100,7

Women	23 483	22 918	21 881	22 761	101,7	101,4	100,2	101,1
Međimurje	39 887	39 636	39 458	39 660	99,4	98,4	97,5	98,5
Women	18 104	18 009	18 118	18 077	99,5	98,5	98,2	98,7
City of Zagreb	347 016	347 177	346 167	346 787	99,2	98,8	98,0	98,7
Women	169 953	170 159	170 959	170 357	99,5	99,2	98,7	99,1
Non-residents	656	572	530	586	94,0	82,7	79,5	85,5
Women	240	176	168	195	98,0	75,2	77,1	83,8

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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