

First Release

Year: LXII.

Zagreb, 29 April 2025

RAD-2025-2-6/1

ISSN 1334-0557



PERSONS IN PAID EMPLOYMENT, BY SEX AND BY COUNTIES, FIRST 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 March 2025, the highest number of persons in employment was in the City of Zagreb, 381 178, which accounted for **22.4%** 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, 17 455, which accounted for **1.0%** of the total number of persons in employment in the Republic of Croatia. The highest number of employed women was in the City of Zagreb, 186 249, which accounted for 23.6%, and the lowest in the County of Lika-Senj, 7 785, which accounted for 1.0% of the total number of employed women in the Republic of Croatia.

In March 2025 compared to March 2024, the number of persons in employment in legal entities increased in all counties, with the highest increase being recorded in the County of Lika-Senj, of 4.1%. The number of employed women in legal entities increased in 20 counties, with the highest increase being recorded in the County of Virovitica-Podravina, of 7.8%.

For the period from January to March 2025, compared to the same period of the previous year, the number of persons in employment in legal entities increased in 20 counties, with the highest increase being recorded in the County of Virovitica-Podravina, of 3.5%. A decrease in the number of employed persons was recorded only in the County of Međimurje, of 0.1%.

The number of employed women in legal entities increased in 20 counties, ranging from 0.1% in the County of Međimurje to 7.9% in the County of Virovitica-Podravina. A decrease in the number of employed women was recorded only in the County of Varaždin, of 0.3%.

The highest registered unemployment rate in March 2025 was recorded in the County of Osijek-Baranja, of **10.5%**, which was 5.4 percentage points higher than the registered unemployment rate in the Republic of Croatia. The lowest one was recorded in the City of Zagreb, of **2.6%**, which was 2.5 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 Osijek-Baranja, of 12.8%, which was 7.0 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 2.7%, which was 3.1 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⁾		
	I	II	III	I	II	III	I	II	III	I	II	III
Republic of Croatia	1 791 322	1 790 065	1 790 155	1 693 981	1 693 752	1 699 426	97 341	96 313	90 729	5,4	5,4	5,1
Women	839 268	837 161	836 017	787 588	785 890	787 819	51 680	51 271	48 198	6,2	6,1	5,8
Zagreb	148 900	149 649	149 999	144 517	145 282	145 753	4 383	4 367	4 246	2,9	2,9	2,8
Women	67 526	67 649	67 828	65 323	65 485	65 723	2 203	2 164	2 105	3,3	3,2	3,1
Krapina-Zagorje	56 237	56 372	56 458	54 550	54 720	54 861	1 687	1 652	1 597	3,0	2,9	2,8
Women	25 171	25 156	25 141	24 296	24 312	24 324	875	844	817	3,5	3,4	3,2
Sisak-Moslavina	59 911	59 673	59 541	54 812	54 654	54 716	5 099	5 019	4 825	8,5	8,4	8,1
Women	27 243	27 142	27 009	24 540	24 501	24 485	2 703	2 641	2 524	9,9	9,7	9,3
Karlovac	47 623	47 600	47 550	45 798	45 785	45 880	1 825	1 815	1 670	3,8	3,8	3,5
Women	21 930	21 850	21 790	20 939	20 866	20 894	991	984	896	4,5	4,5	4,1
Varaždin	75 513	75 740	75 767	73 172	73 326	73 466	2 341	2 414	2 301	3,1	3,2	3,0
Women	34 235	34 284	34 194	32 955	32 916	32 904	1 280	1 368	1 290	3,7	4,0	3,8
Koprivnica-Križevci	42 667	42 683	42 755	41 161	41 198	41 354	1 506	1 485	1 401	3,5	3,5	3,3
Women	19 075	19 053	19 099	18 322	18 320	18 402	753	733	697	3,9	3,8	3,6
Bjelovar-Bilogora	40 809	40 597	40 482	38 379	38 264	38 350	2 430	2 333	2 132	6,0	5,7	5,3
Women	18 615	18 557	18 500	17 370	17 345	17 392	1 245	1 212	1 108	6,7	6,5	6,0
Primorje-Gorski Kotar	126 416	126 729	126 936	121 173	121 525	122 005	5 243	5 204	4 931	4,1	4,1	3,9
Women	59 905	59 948	59 860	57 062	57 138	57 220	2 843	2 810	2 640	4,7	4,7	4,4
Lika-Senj	18 250	18 458	18 611	16 981	17 208	17 455	1 269	1 250	1 156	7,0	6,8	6,2
Women	8 203	8 295	8 370	7 561	7 656	7 785	642	639	585	7,8	7,7	7,0
Virovitica-Podravina	28 356	27 998	28 010	25 299	24 975	25 134	3 057	3 023	2 876	10,8	10,8	10,3
Women	13 017	12 836	12 864	11 473	11 293	11 358	1 544	1 543	1 506	11,9	12,0	11,7
Požega-Slavonia	24 923	24 774	24 670	23 013	22 903	22 975	1 910	1 871	1 695	7,7	7,6	6,9
Women	11 354	11 327	11 255	10 338	10 341	10 348	1 016	986	907	8,9	8,7	8,1
Slavonski Brod-Posavina	53 346	53 203	53 249	49 078	48 932	49 175	4 268	4 271	4 074	8,0	8,0	7,7
Women	22 825	22 760	22 646	20 444	20 363	20 373	2 381	2 397	2 273	10,4	10,5	10,0
Zadar	70 791	70 652	70 775	67 207	67 133	67 597	3 584	3 519	3 178	5,1	5,0	4,5
Women	33 424	33 278	33 235	31 390	31 280	31 452	2 034	1 998	1 783	6,1	6,0	5,4
Osijek-Baranja	114 252	113 522	113 556	102 000	101 260	101 642	12 252	12 262	11 914	10,7	10,8	10,5
Women	54 078	53 715	53 619	46 986	46 620	46 730	7 092	7 095	6 889	13,1	13,2	12,8
Šibenik-Knin	40 621	40 349	40 376	36 926	36 684	36 956	3 695	3 665	3 420	9,1	9,1	8,5
Women	19 162	18 946	18 963	17 363	17 146	17 304	1 799	1 800	1 659	9,4	9,5	8,7
Vukovar-Srijem	56 099	55 889	55 809	51 455	51 245	51 374	4 644	4 644	4 435	8,3	8,3	7,9
Women	25 435	25 401	25 291	22 870	22 825	22 836	2 565	2 576	2 455	10,1	10,1	9,7
Split-Dalmatia	193 351	192 511	192 464	176 137	175 749	176 752	17 214	16 762	15 712	8,9	8,7	8,2
Women	93 149	92 608	92 444	84 040	83 689	84 094	9 109	8 919	8 350	9,8	9,6	9,0
Istria	101 784	101 363	100 719	98 348	98 041	97 939	3 436	3 322	2 780	3,4	3,3	2,8
Women	46 732	46 545	46 182	44 998	44 827	44 781	1 734	1 718	1 401	3,7	3,7	3,0
Dubrovnik-Neretva	55 749	54 636	54 241	50 955	49 865	50 112	4 794	4 771	4 129	8,6	8,7	7,6
Women	25 938	25 414	25 093	23 475	22 943	22 944	2 463	2 471	2 149	9,5	9,7	8,6
Međimurje	45 935	45 930	46 134	43 892	43 923	44 173	2 043	2 007	1 961	4,4	4,4	4,3
Women	21 042	20 985	21 047	19 972	19 942	20 031	1 070	1 043	1 016	5,1	5,0	4,8
City of Zagreb	389 187	391 182	391 474	378 526	380 525	381 178	10 661	10 657	10 296	2,7	2,7	2,6
Women	191 000	191 221	191 397	185 662	185 891	186 249	5 338	5 330	5 148	2,8	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⁾			
	I	II	III	I – III	I 2025 I 2024	II 2025 II 2024	III 2025 III 2024	I – III 2025 I – III 2024
Republic of Croatia	1 470 120	1 469 034	1 472 082	1 470 412	101,7	101,9	101,8	101,8
Women	695 253	693 246	694 247	694 249	102,1	102,2	102,1	102,1
Zagreb	130 513	131 233	131 631	131 126	101,9	102,2	102,1	102,1
Women	59 499	59 633	59 841	59 658	101,5	101,6	101,7	101,6
Krapina-Zagorje	47 320	47 480	47 552	47 451	101,7	101,8	101,8	101,8
Women	21 670	21 682	21 686	21 679	102,2	102,0	101,9	102,0
Sisak-Moslavina	47 611	47 403	47 463	47 492	102,5	102,1	102,1	102,2
Women	21 567	21 509	21 477	21 518	104,5	104,3	103,9	104,2
Karlovac	39 990	39 953	40 029	39 991	102,2	102,5	102,3	102,3
Women	18 299	18 227	18 248	18 258	103,5	103,5	103,2	103,4
Varaždin	64 130	64 247	64 341	64 239	100,8	101,7	100,4	101,0
Women	29 217	29 152	29 122	29 164	99,6	100,7	98,9	99,7
Koprivnica-Križevci	35 366	35 353	35 459	35 393	102,1	102,2	102,4	102,2
Women	15 919	15 895	15 963	15 926	102,5	102,3	102,7	102,5
Bjelovar-Bilogora	32 790	32 655	32 711	32 719	102,4	102,5	102,3	102,4
Women	15 046	15 012	15 052	15 037	103,6	103,7	103,8	103,7
Primorje-Gorski Kotar	103 331	103 611	103 727	103 556	101,5	101,9	101,8	101,8
Women	49 975	50 031	49 993	50 000	101,1	101,5	101,2	101,3
Lika-Senj	14 127	14 343	14 531	14 334	100,5	102,8	104,1	102,5
Women	6 402	6 490	6 591	6 494	100,2	102,5	104,3	102,3
Virovitica-Podravina	20 181	19 871	19 902	19 985	104,0	103,2	103,3	103,5
Women	9 398	9 232	9 264	9 298	108,4	107,5	107,8	107,9
Požega-Slavonia	19 352	19 248	19 287	19 296	101,6	101,4	101,5	101,5
Women	8 922	8 928	8 929	8 926	103,4	103,6	103,6	103,5
Slavonski Brod-Posavina	41 443	41 257	41 500	41 400	103,1	103,2	103,1	103,1
Women	17 325	17 231	17 242	17 266	106,5	106,7	106,4	106,5
Zadar	55 547	55 480	55 738	55 588	102,6	102,6	102,6	102,6
Women	26 862	26 751	26 859	26 824	102,8	102,6	102,7	102,7
Osijek-Baranja	88 427	87 612	87 915	87 985	102,0	101,7	101,6	101,8
Women	41 224	40 818	40 890	40 977	104,3	103,8	103,4	103,9
Šibenik-Knin	30 454	30 188	30 303	30 315	103,7	103,3	103,3	103,4
Women	14 886	14 669	14 768	14 774	105,4	104,6	104,9	104,9
Vukovar-Srijem	42 899	42 692	42 754	42 782	103,2	103,4	103,1	103,2
Women	19 451	19 411	19 404	19 422	106,1	106,7	106,5	106,4
Split-Dalmatia	148 442	148 013	148 568	148 341	102,2	102,2	102,3	102,2
Women	73 226	72 866	73 108	73 067	102,6	102,7	102,9	102,7
Istria	80 031	79 580	79 143	79 585	101,1	101,7	101,3	101,4
Women	37 913	37 694	37 461	37 689	100,8	101,6	101,3	101,2
Dubrovnik-Neretva	42 720	41 600	41 539	41 953	102,3	102,3	102,4	102,3
Women	20 536	19 986	19 906	20 143	102,4	102,7	102,9	102,6
Međimurje	39 566	39 566	39 809	39 647	99,9	99,8	100,2	99,9
Women	18 081	18 039	18 134	18 085	100,2	99,9	100,3	100,1
City of Zagreb	345 278	347 094	347 601	346 658	100,8	101,3	101,0	101,0
Women	169 626	169 799	170 119	169 848	100,5	100,7	100,6	100,6
Non-residents	602	555	579	579	83,4	80,2	100,0	87,1
Women	209	191	190	197	117,4	110,4	111,1	113,0

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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