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PERSONS IN PAID EMPLOYMENT, BY SEX AND BY COUNTIES, FIRST QUARTER OF 2026

Since January 2026, data are presented according to the National Classification of Activities – NKD 2025 (NN, No. 47/24), and the information on the application of the new classification is provided in the Notes on Methodology.

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 2025 activity and place of permanent/temporary residence. Therefore, the data by activities are not comparable with the monthly data published so far.

In March 2026, the largest number of persons in employment was in the City of Zagreb, 379 373, 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, 17 488, 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, 186 237, which accounted for 23.6% of the total number of employed women in the Republic of Croatia, and the lowest in the County of Lika-Senj, 7 817, which accounted for 1.0% of the total number of employed women in the Republic of Croatia.

In March 2026 compared to March 2025, the number of persons in employment in legal entities decreased in 20 counties, with the largest decrease recorded being 2.9% in both the county of Varaždin and the county of Koprivnica-Križevci. The number of employed women in legal entities increased in three counties, with the largest increase recorded being 1.3% in the County of Slavonski Brod-Posavina.

For the period from January to March 2026 compared to the same period of the previous year, an increase in the number of persons in employment in legal entities was recorded only in the County of Slavonski Brod-Posavina, of 0.5%. The number of persons in employment decreased in other counties, with the largest decrease recorded being 2.8% in the County of Varaždin.

The number of employed women increased in two counties: the County of Lika-Senj, by 0.3%, and the County of Slavonski Brod-Posavina, by 1.6%. A decrease in the number of employed women was recorded in 19 counties, ranging from 0.1% in the County of Požega-Slavonia to 1.8% in the County of Virovitica-Podravina.

The highest registered unemployment rate in March 2026 was recorded in the County of Osijek-Baranja, of **8.6%**, which was 4.3 percentage points higher than the registered unemployment rate in the Republic of Croatia. The lowest one was recorded in the County of Istria, of **1.9%**, which was 2.4 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 10.3%, which was 5.4 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 2.2%, 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, 2026

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	1 791 778	1 777 927	1 774 188	1 703 843	1 693 935	1 698 257	87 935	83 992	75 931	4,9	4,7	4,3
Women	838 674	833 380	830 805	792 300	788 948	790 480	46 374	44 432	40 325	5,5	5,3	4,9
Zagreb	151 533	151 392	151 584	147 141	147 161	147 616	4 392	4 231	3 968	2,9	2,8	2,6
Women	68 205	68 156	68 281	65 966	66 025	66 275	2 239	2 131	2 006	3,3	3,1	2,9
Krapina-Zagorje	56 234	55 953	55 804	54 749	54 599	54 598	1 485	1 354	1 206	2,6	2,4	2,2
Women	25 149	25 083	24 994	24 407	24 408	24 391	742	675	603	3,0	2,7	2,4
Sisak-Moslavina	58 673	58 027	57 802	54 609	54 156	54 256	4 064	3 871	3 546	6,9	6,7	6,1
Women	26 629	26 439	26 273	24 527	24 417	24 408	2 102	2 022	1 865	7,9	7,6	7,1
Karlovac	47 234	46 965	46 869	45 548	45 341	45 466	1 686	1 624	1 403	3,6	3,5	3,0
Women	21 911	21 740	21 711	20 953	20 815	20 921	958	925	790	4,4	4,3	3,6
Varaždin	74 430	74 257	74 048	72 312	72 246	72 220	2 118	2 011	1 828	2,8	2,7	2,5
Women	33 852	33 748	33 727	32 739	32 693	32 749	1 113	1 055	978	3,3	3,1	2,9
Koprivnica-Križevci	42 247	41 838	41 703	40 825	40 567	40 622	1 422	1 271	1 081	3,4	3,0	2,6
Women	19 076	18 892	18 870	18 388	18 282	18 338	688	610	532	3,6	3,2	2,8
Bjelovar-Bilogora	40 201	39 796	39 819	38 161	37 913	38 156	2 040	1 883	1 663	5,1	4,7	4,2
Women	18 557	18 373	18 324	17 503	17 413	17 455	1 054	960	869	5,7	5,2	4,7
Primorje-Gorski Kotar	126 632	125 738	125 470	121 935	121 249	121 459	4 697	4 489	4 011	3,7	3,6	3,2
Women	60 104	59 617	59 337	57 580	57 195	57 217	2 524	2 422	2 120	4,2	4,1	3,6
Lika-Senj	18 604	18 539	18 377	17 412	17 461	17 488	1 192	1 078	889	6,4	5,8	4,8
Women	8 393	8 357	8 255	7 787	7 824	7 817	606	533	438	7,2	6,4	5,3
Virovitica-Podravina	27 632	27 361	27 599	24 957	24 838	25 253	2 675	2 523	2 346	9,7	9,2	8,5
Women	12 665	12 600	12 653	11 256	11 234	11 370	1 409	1 366	1 283	11,1	10,8	10,1
Požega-Slavonia	24 648	24 210	24 275	23 135	22 787	22 989	1 513	1 423	1 286	6,1	5,9	5,3
Women	11 224	11 023	11 093	10 433	10 283	10 428	791	740	665	7,0	6,7	6,0
Slavonski Brod-Posavina	54 112	53 784	53 693	50 086	49 807	49 872	4 026	3 977	3 821	7,4	7,4	7,1
Women	23 150	23 062	22 966	20 877	20 797	20 793	2 273	2 265	2 173	9,8	9,8	9,5
Zadar	71 843	71 216	70 892	68 200	67 761	67 949	3 643	3 455	2 943	5,1	4,9	4,2
Women	33 945	33 582	33 362	31 907	31 623	31 738	2 038	1 959	1 624	6,0	5,8	4,9
Osijek-Baranja	112 715	111 634	111 002	101 716	101 205	101 479	10 999	10 429	9 523	9,8	9,3	8,6
Women	53 100	52 722	52 420	46 954	46 872	47 005	6 146	5 850	5 415	11,6	11,1	10,3

Šibenik-Knin	40 809	40 454	40 057	37 442	37 205	37 132	3 367	3 249	2 925	8,3	8,0	7,3
Women	19 133	18 985	18 783	17 528	17 432	17 397	1 605	1 553	1 386	8,4	8,2	7,4
Vukovar-Srijem	55 820	55 836	55 784	51 418	51 500	51 784	4 402	4 336	4 000	7,9	7,8	7,2
Women	25 200	25 434	25 476	22 818	23 070	23 233	2 382	2 364	2 243	9,5	9,3	8,8
Split-Dalmatia	193 313	190 766	190 331	178 323	176 498	177 415	14 990	14 268	12 916	7,8	7,5	6,8
Women	92 765	91 697	91 289	85 002	84 259	84 552	7 763	7 438	6 737	8,4	8,1	7,4
Istria	102 171	100 765	100 284	99 469	98 229	98 391	2 702	2 536	1 893	2,6	2,5	1,9
Women	47 100	46 564	46 151	45 659	45 203	45 135	1 441	1 361	1 016	3,1	2,9	2,2
Dubrovnik-Neretva	56 272	54 782	54 278	51 624	50 283	50 495	4 648	4 499	3 783	8,3	8,2	7,0
Women	26 088	25 315	25 009	23 677	22 967	23 013	2 411	2 348	1 996	9,2	9,3	8,0
Međimurje	45 419	45 239	45 262	43 618	43 575	43 757	1 801	1 664	1 505	4,0	3,7	3,3
Women	20 797	20 742	20 687	19 856	19 867	19 882	941	875	805	4,5	4,2	3,9
City of Zagreb	390 742	388 894	388 768	380 669	379 073	379 373	10 073	9 821	9 395	2,6	2,5	2,4
Women	191 505	191 123	191 018	186 357	186 143	186 237	5 148	4 980	4 781	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, 2026

County	Persons in paid employment in legal entities ¹⁾²⁾				Indices ¹⁾			
	I	II	III	I – III	I 2026 I 2025	II 2026 II 2025	III 2026 III 2025	I – III 2026 I – III 2025
Republic of Croatia	1 476 487	1 466 239	1 468 415	1 470 380	98,6	98,1	98,2	98,3
Women	699 055	695 668	696 339	697 021	99,1	99,0	99,1	99,1
Zagreb	132 886	132 923	133 306	133 038	99,8	99,6	99,6	99,7
Women	60 042	60 107	60 324	60 158	99,4	99,4	99,6	99,5
Krapina-Zagorje	47 378	47 230	47 212	47 273	98,8	98,4	98,3	98,5
Women	21 729	21 740	21 724	21 731	99,2	99,5	99,3	99,3
Sisak-Moslavina	47 540	47 083	47 182	47 268	98,6	97,7	97,8	98,0
Women	21 627	21 528	21 526	21 560	99,4	99,1	99,1	99,2
Karlovac	39 745	39 521	39 647	39 638	98,4	98,0	98,2	98,2
Women	18 309	18 157	18 242	18 236	99,4	98,8	99,2	99,1
Varaždin	63 184	63 130	63 104	63 139	97,3	97,2	97,1	97,2
Women	28 938	28 914	28 980	28 944	98,2	98,4	98,9	98,5
Koprivnica-Križevci	35 012	34 742	34 762	34 839	97,8	97,2	97,1	97,3
Women	15 977	15 861	15 905	15 914	99,1	98,7	98,8	98,8
Bjelovar-Bilogora	32 638	32 397	32 607	32 547	97,8	97,6	98,1	97,9
Women	15 227	15 146	15 166	15 180	99,6	99,5	99,5	99,5
Primorje-Gorski Kotar	103 960	103 217	103 160	103 446	98,7	98,3	98,2	98,4
Women	50 439	50 088	49 985	50 171	99,5	99,1	99,0	99,2
Lika-Senj	14 580	14 619	14 598	14 599	99,9	99,3	99,1	99,5
Women	6 641	6 687	6 656	6 661	101,2	100,1	99,7	100,3
Virovitica-Podravina	19 865	19 749	20 101	19 905	97,0	96,9	98,5	97,4
Women	9 234	9 223	9 345	9 267	97,2	98,0	99,3	98,2
Požega-Slavonia	19 485	19 115	19 271	19 290	99,4	98,0	98,7	98,7
Women	9 060	8 898	9 023	8 994	100,4	98,9	100,4	99,9
Slavonski Brod-Posavina	42 253	41 932	41 961	42 049	101,1	100,3	100,1	100,5
Women	17 779	17 675	17 655	17 703	101,9	101,6	101,3	101,6
Zadar	56 205	55 703	55 739	55 882	99,0	98,1	98,1	98,4
Women	27 270	26 981	27 051	27 101	99,8	99,1	99,3	99,4
Osijek-Baranja	87 914	87 390	87 583	87 629	98,1	98,3	98,5	98,3
Women	41 162	41 093	41 215	41 157	98,8	99,6	99,9	99,4
Šibenik-Knin	30 795	30 488	30 263	30 515	99,4	98,9	98,3	98,9
Women	15 040	14 923	14 821	14 928	99,4	99,4	98,9	99,3
Vukovar-Srijem	42 704	42 755	42 969	42 809	98,0	98,8	99,3	98,7
Women	19 399	19 648	19 791	19 613	98,5	100,2	100,8	99,8
Split-Dalmatia	150 090	148 258	148 738	149 029	99,2	98,2	98,5	98,6
Women	74 011	73 251	73 368	73 543	99,6	98,8	99,0	99,2
Istria	80 769	79 519	79 410	79 899	99,2	98,5	98,8	98,8
Women	38 332	37 861	37 652	37 948	99,7	99,4	99,4	99,5
Dubrovnik-Neretva	43 134	41 767	41 817	42 239	99,5	98,7	99,3	99,2

Women	20 680	19 935	19 932	20 182	99,6	98,6	99,1	99,1
Međimurje	39 288	39 235	39 378	39 300	97,8	97,6	97,9	97,8
Women	17 979	17 987	18 003	17 990	98,6	98,6	98,7	98,6
City of Zagreb	346 568	344 985	345 120	345 558	97,9	97,3	97,4	97,5
Women	170 054	169 839	169 849	169 914	98,4	98,4	98,4	98,4
Non-residents	494	481	487	487	77,9	81,4	80,2	79,8
Women	126	126	126	126	59,2	64,6	65,6	63,0

1) Provisional data.

2) Activity sections U (Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use) and V (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

Since January 2026, statistical data are observed, processed and presented according to the National Classification of Activities, 2025 version (NKD 2025). The classification entered into force on 1 January 2025 (NN, No. 47/24). Its content and structure are completely harmonised with the Statistical Classification of Economic Activities in the European Union (NACE Rev. 2.1). Its implementation ensures quality international comparability of statistical data.

In order to calculate the indices, the 2025 data were converted from NKD 2007 activities to NKD 2025 activities using the macro method of conversion.

The National Classification of Activities 2025 – NKD 2025 has a different structure compared to the NKD 2007 and a more detailed overview of the differences by sections between the new and the existing classification is described in the document [Differences between NKD 2007 and NKD 2025](#).

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 the 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 Pension Insurance Institute.

Data are presented according to the predominant, main activity of NKD 2025, 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
NKD 2025	National Classification of Activities, 2025 version
NN	Narodne novine, official gazette of the Republic of Croatia

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