

Living & working in Croatia

🕒 April 2025



About Croatia

- Capital city: Zagreb
- Size: 56 594 km², Coastline: 5 835 km
- Population: 3 871 833 (2021 Census)
- Official language: Croatian
- EU Member since 1 July 2013
- Currency: EURO
- Largest cities: Zagreb, Split, Rijeka, Osijek
- Neighbouring countries: Slovenia, Hungary, Serbia, Bosnia and Herzegovina, Montenegro, Italy (sea border)



Natural beauties and heritage



Entry and stay in Croatia

Nationals of an EEA member country and Switzerland

- **For up to 3 months** – don't have to register
- **More than 3 months** – must report as a temporary resident
- **Permanent stay** – after 5 years of continuous legal residence

Third country nationals (non-EU)

- Required to have a **stay and work permit**
- An **offer of employment** from Croatian employer
- Easier procedure for seasonal workers in agriculture, forestry, hospitality and tourism sectors for a period of up to 90 days in the course of one calendar year
- The time spent in the Republic of Croatia is added to the time spent in other member states of the Schengen area
- Citizens of third countries, regardless of whether they need a visa or not, can stay in the Schengen area for up to 90 days in each 180-day period



Costs of living

- Bread 1 - 2.19 €
- Milk (1 l) 0.75 - 1.99 €
- Eggs (12 pcs) 2 - 2.65 €
- Apples (1 kg) 1-2 €
- Water (1.5 L bottle) 0.80-1.50 €
- Beer (0,5 l) store 1-2 € / bar 2-5 €
- Cinema (ticket) 5-9 €
- Fuel (1 l) 1.44-1.91 €



Renting an apartment

- Rental and buying prices vary in different parts of Croatia; highest in Dubrovnik, Split and other tourist centers along the Adriatic coast, and Zagreb as the capital; in smaller continental areas accommodation is more affordable
- When renting a property, the landlord is most often left a deposit in the amount of one monthly rent, which is returned when moving out of the property
- The average price of renting a one-bedroom apartment in Zagreb is about 600-850 EUR / month, does not include overhead costs, on average they are around 250 EUR / month



Buying a property

- When buying a property, a commission is usually paid to the agency
- The average price of a square meter of an apartment is about 2.377,00 EUR/m²,
- In the east of Croatia, especially in rural areas, the price of apartments is below 1.500,00 EUR/m² (for houses even lower), while in the coastal area it is often over 3.000,00 EUR/m² or even 4.000,00 EUR/m² (highest in Dubrovnik)
- In Zagreb, capital city, the average price is around 2.830,00 EUR/m²



Labour market trends

- According to the Croatian Bureau of Statistics, registered unemployment rate in the third quarter of 2024 was 5.0%
- In January 2025 youth registered unemployed rate (up to 30 years) was 24,4%
- Rate of young NEET (aged 15 to 29) in 2023 (according to the latest available statistical data) was 11,8%
- In the third quarter of 2024. the employment rate for persons aged 15 to 64 in Republic of Croatia was 68.5%



Labour market trends

Shortages:

Construction sector
Heavy truck and lorry driver,
motor vehicle mechanics, spray
painters, sheet metal workers
Tourism and Hospitality
Healthcare and
Pharmaceuticals
Information Technology (IT) and
Telecommunications

Surpluses:

Photographers,
economists, administrative
secretaries, clerks, graphic
technicians, ecology
technicians, hotel front
desk clerks

Tourism and hospitality sector in Croatia

- Tourism is undoubtedly the most important economic branch
- Tourist season generally lasts from the beginning of April to the end of October
- Share between 7% and 13.3 % of the total number of employees works in the tourism sector
- The share of tourism and hospitality sector in the GDP is between 11 and 19 %
- With around 21.3 million tourist arrivals in 2024 and a multi-year trend of increasing that number, Croatia is undoubtedly one of the most visited countries in the Mediterranean



Seasonal most wanted profiles



Waiters



Receptionists



Cleaners



Cooks/Chefs



Room maids



Tourist animators



Labour conditions

- Prescribed minimum wage gross – 970 EUR, net approx. 750 EUR per month
- Average net wage approx. 1,318 per month
- Average net wage in the tourism and hospitalary sector was 1,060 per month
- Social insurance contributions – pension 20%, health 16.5%, (deducted from the salary)
- Income tax rates are between 20% and 30%



Labour conditions

- Types of contract (Indefinite period, Fixed-term work contracts-up to 3 years, Seasonal employment and Service contract)
- Written work contract (probation period also under contract)
- 40 working hours max per week (daily work time max 12 hours, except seasonal activities - max of 14 hours a day)
- Overtime: not more than 8 hours a week, 32 hours per month or 180 hours per year
- Paid annual leave of at least 4 weeks in a calendar year
- Probation period for no longer than 6 months
- Workers right protection – Unions, Labour inspection



Job search

Registration as a jobseeker with PES

- OIB (personal identification number)
- Valid identification document from the home country
- Registered address in Croatia

Job search

- Websites
 - www.hzz.hr (Croatian Employment Service)
 - www.sezonski.hzz.hr (Croatian Employment Service)
 - [EURES portal](#)
 - www.moj-posao.net, www.posao.hr (private)
 - Private employment agencies ([DEKRA](#), [Adecco](#), [Manpower](#))



THANK YOU FOR YOUR ATTENTION!

EURES Croatia
contacts:

Web page: eures.hzz.hr

E-mail: eures_hr@hzz.hr



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