



Press release

Labour: 446 thousand hirings expected by companies in April and 1.5 million by June

Rome, 10 April 2024 – There are more than 446 thousand contracts (lasting more than one month or permanent contract) expected by companies in the month of April and over 1.5 million for the April-June quarter, with a slight increase of around 3 thousand units compared to April 2023 (+0.7%) and a decrease of over 46 thousand units on the corresponding quarter (-3.0%). This scenario is outlined by the Excelsior Information System Bulletin, created by **Unioncamere** in collaboration with **Ministry of Labour and Social Policies**¹.

Small businesses with fewer than 50 employees plan 64.5% of the total hirings expected for the month of April, while medium-sized businesses in the 50-250 employee class plan 18.9% and medium-large businesses with over 250 employees the remaining 16.6%.

The industry as a whole expects around 121 thousand hires in April (+16 thousand compared to April 2023) and around 400 thousand in the April-June quarter (-6 thousand compared to the same period of the previous year), thanks above all to the planned revenue from the construction sector (43 thousand in the month and 143 thousand in the quarter). The services expect 325 thousand hires in April (-13 thousand compared to a year ago) and over 1.1 million in the quarter (-41 thousand compared to 2023). Among the services, the most significant flow of hiring concerns the tourism sector with 105 thousand contracts to be activated in April and 391 thousand by June. This is followed by trade (over 63 thousand in the month and 207 thousand in the quarter) and personal services (45 thousand in the month and 173 thousand in the quarter).

In April, 47.8% of the staff sought by companies were difficult to find (in line with the values of the first months of 2024 and +2.6 p.p. compared to a year ago). Among the most difficult figures to find, the Excelsior Information System professions survey highlights: engineers (62.5% difficult to find) and analysts and specialists in application design (55.7%) for highly specialized professions; technicians in the engineering field (70.0%) and technicians in the management of production processes of goods and services (66.2%) for the group of technical professions; counter workers (51.7%) for clerical figures; qualified professions in health and social services (55.3%) and operators for aesthetic care (55.1%) for qualified professions in services; tool-making blacksmiths (78.9%), specialized textile-clothing workers (70.9%) and workers on automatic and semi-automatic machines for metalworking (60.4%), as regards the groups of specialized workers and plant operators.

¹ The April forecasts are based on interviews conducted on a sample of around 111 thousand companies. The interviews were conducted between 19 February 2024 – 05 March 2024.

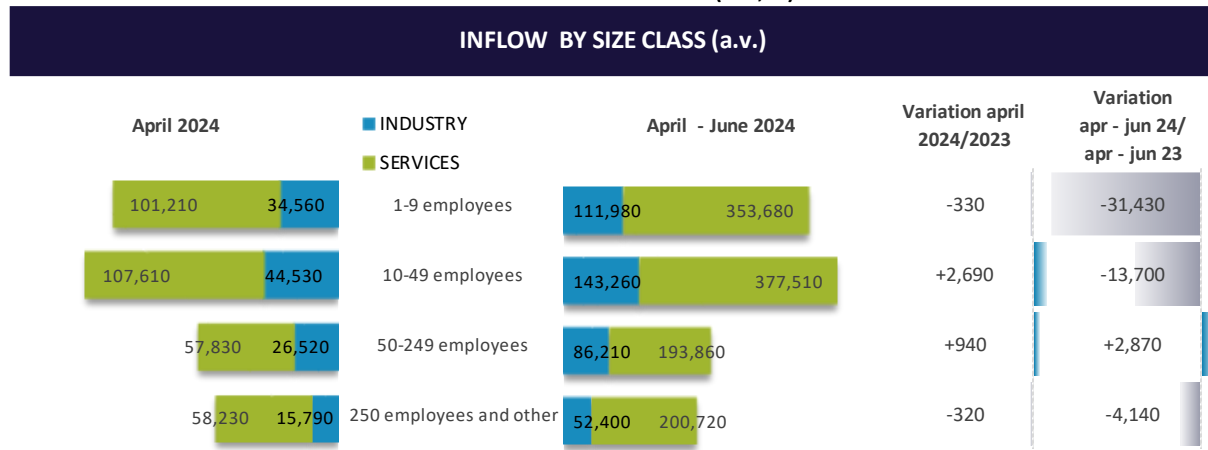
The demand for immigrant workers is significant: around 88 thousand hirings planned in the month, equal to 19.8% of the total. The economic sectors that have the greatest need for foreign labor are those of operational support services for businesses and people (34.4% of hirings), transport, logistics and warehousing services (30.3%), construction (28.6%), metallurgy (21.2%) and wood-furniture (20.1%). Finally, at a territorial level, it is highlighted that the flow of revenue expected in April in the Northern regions is growing compared to the same month of 2023 (+12 thousand units for the North West and +11 thousand for the North East), compared to a negative trend for the Center and the South (-9 thousand and -11 thousand).

For more information:

06.4704 264-350 / 348.9025607-366.4157335

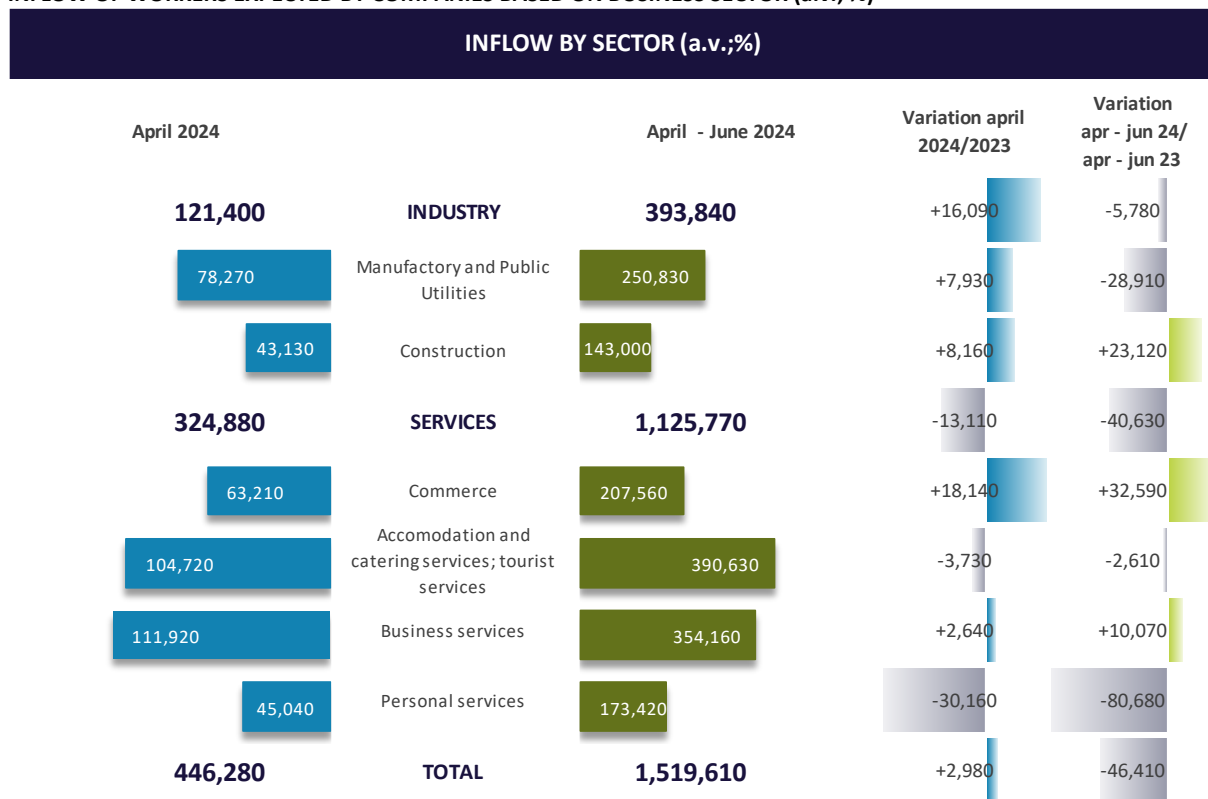


INFLOW OF WORKERS EXPECTED BY COMPANIES BASED BY SIZE CLASS (a.v.; %)



Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR (a.v.; %)



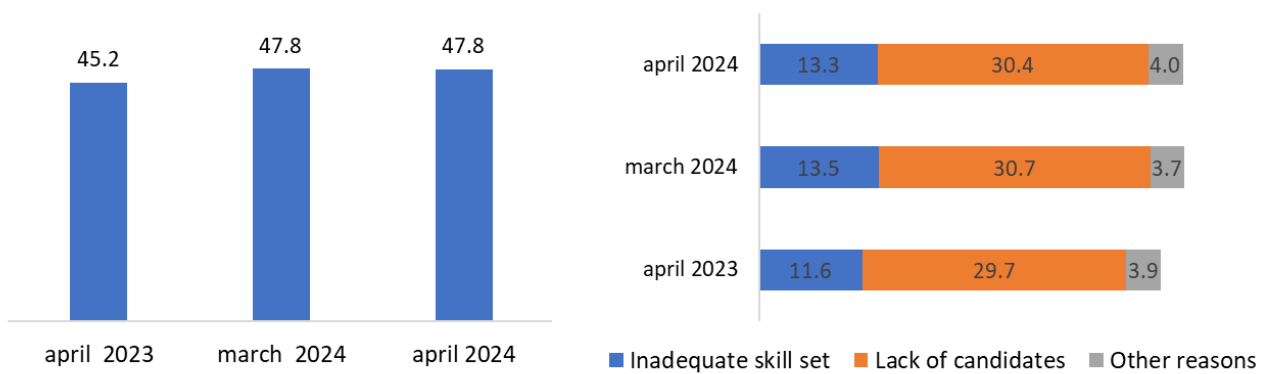
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

For more information:

06.4704 264-350 / 348.9025607-366.4157335

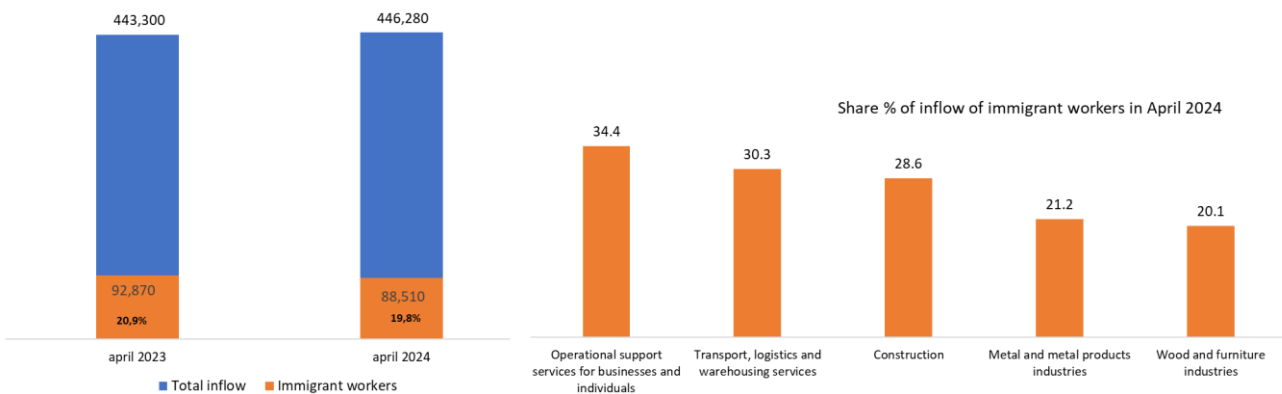


DIFFICULTY IN RECRUITING AND REASONS (%)



Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

INFLOW OF IMMIGRANT PERSONNEL AND MAIN SECTORS HIRING IMMIGRANT WORKERS (a.v.; %)



Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

For more information:

06.4704 264-350 / 348.9025607-366.4157335



THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF APRIL 2024 *

according to the classification of professions - ISTAT 2021 (3 digit)

| | INFLOW EXPECTED IN APRIL 2024 | Distribu tion x 1000 | Difficulty in recruiting (%) | INFLOW EXPECTED april - june 2024 |
|--|-------------------------------------|----------------------------|------------------------------------|---|
| INFLOW | 446,280 | 1,000 | 47.8 | 1,519,610 |
| MANAGERS | 750 | 1.7 | 50.3 | 2,400 |
| INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS | 23,470 | 52.6 | 50.8 | 74,890 |
| Engineers | 5,160 | 11.6 | 62.5 | 15,720 |
| Specialists in management, commercial and banking sciences | 4,860 | 10.9 | 40.3 | 15,590 |
| Analysts and experts in designing applications | 2,680 | 6.0 | 55.7 | 7,800 |
| TECHNICAL PROFESSIONS | 53,200 | 119.2 | 55.4 | 163,640 |
| IT, telematics and telecommunications technicians | 6,510 | 14.6 | 57.6 | 19,620 |
| Engineering technicians | 5,530 | 12.4 | 70.0 | 17,020 |
| Goods and services production processes management technicians | 5,530 | 12.4 | 66.2 | 14,960 |
| Health technicians | 7,160 | 16.1 | 59.9 | 24,490 |
| Technicians of the organisation and administration of production activities | 6,420 | 14.4 | 49.1 | 16,820 |
| Technicians of financial and insurance activities | 1,970 | 4.4 | 39.7 | 6,250 |
| Market relations technicians | 10,970 | 24.6 | 52.6 | 34,500 |
| Commercial distribution technicians | 2,980 | 6.7 | 58.3 | 8,880 |
| Teachers in professional training, instructors, coaches, athletes | 1,520 | 3.4 | 52.3 | 5,350 |
| OFFICE WORKERS | 41,800 | 93.7 | 35.9 | 131,460 |
| Secretarial and general affairs office staff | 16,250 | 36.4 | 34.2 | 52,080 |
| Counter and money movement workers | 1,880 | 4.2 | 51.7 | 6,040 |
| Customer reception and information office staff | 15,020 | 33.6 | 38.1 | 44,530 |
| Logistics administrative management office staff | 3,550 | 8.0 | 29.0 | 12,480 |
| Economic, accounting and financial management office staff | 2,700 | 6.0 | 41.8 | 8,840 |
| SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES | 132,090 | 296.0 | 44.8 | 490,550 |
| Sales people | 38,230 | 85.7 | 32.3 | 132,010 |
| Catering business operators | 76,320 | 171.0 | 50.6 | 291,900 |
| Qualified professions in health and social services | 5,640 | 12.6 | 55.3 | 20,760 |
| Beauty treatment professionals | 3,690 | 8.3 | 55.1 | 11,420 |
| Skilled professions in personal services | 3,520 | 7.9 | 42.5 | 12,330 |
| Qualified professions in security, surveillance and custodial services | 3,260 | 7.3 | 23.8 | 17,010 |
| ARTISANS, SPECIALISED LABOURERS AND AGRICULTURALISTS | 70,840 | 158.7 | 64.8 | 224,400 |
| Specialised labourers in construction and building maintenance | 17,080 | 38.3 | 55.6 | 54,430 |
| Building finisher artisans and specialised labourers | 11,840 | 26.5 | 69.9 | 38,210 |
| Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar profession | 7,430 | 16.7 | 66.0 | 23,130 |
| Blacksmith ironworkers, tool makers and similar professions | 3,550 | 8.0 | 78.9 | 11,600 |
| Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobi | 10,610 | 23.8 | 68.1 | 30,560 |
| Electrical and electronic equipment installation and maintenance artisans and specialised | 5,460 | 12.2 | 63.9 | 18,600 |
| Artisans and specialised workers in food processing | 3,410 | 7.6 | 66.4 | 10,760 |
| Toolmakers, workers and wood treatment craftsmen | 1,680 | 3.8 | 62.2 | 5,570 |
| Artisans and specialised workers in textile and clothing | 3,760 | 8.4 | 70.9 | 10,080 |
| PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS | 48,420 | 108.5 | 51.5 | 159,020 |
| Automatic and semi-automatic machinery workers for metal processing and for mineral p | 3,900 | 8.7 | 60.4 | 12,040 |
| Conductor of manufacturing rubber and plastic materials | 1,720 | 3.8 | 45.0 | 5,370 |
| Workers assigned to machinery in the industry of textiles, garments and similar | 2,270 | 5.1 | 67.9 | 8,960 |
| Workers assigned to assembly of industrial products | 4,080 | 9.1 | 54.5 | 12,070 |
| Workers assigned to industrial product packaging machines | 3,120 | 7.0 | 29.2 | 9,760 |
| Workers assigned to fixed machinery for the food industry | 2,120 | 4.8 | 26.5 | 7,140 |
| Drivers of motor and animal-drawn vehicles | 19,700 | 44.1 | 56.3 | 65,430 |
| Operators of earthmoving, lifting and material handling machinery | 5,430 | 12.2 | 47.9 | 18,050 |
| UNSKILLED PROFESSIONS | 75,720 | 169.7 | 34.8 | 273,240 |
| Unskilled staff assigned to moving an delivery of goods | 20,350 | 45.6 | 34.5 | 77,780 |
| Unskilled cleaning service staff | 41,890 | 93.9 | 35.2 | 151,690 |
| Unskilled staff custodian services for buildings, equipment and goods | 3,090 | 6.9 | 17.0 | 11,090 |
| Unskilled construction personnel | 3,270 | 7.3 | 40.6 | 9,800 |
| Unskilled staff assigned to manufacturing | 3,970 | 8.9 | 29.2 | 11,790 |

* The professions requested for the main professional groups are presented here. The sum of the inflow of workers for each "group shown", therefore, does not correspond to the total.

Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

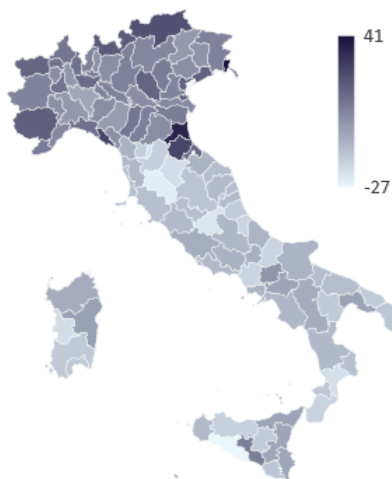
For more information:

06.4704 264-350 / 348.9025607-366.4157335



THE INFLOW IN THE TERRITORIES IN THE MONTH OF APRIL 2024 AND IN THE PERIOD APRIL - JUNE 2024

| | April 2024 | | April - June 2024 | Variation (v.a.) | | Variation % forecast inflow april 2024/2023 |
|--------------------------|-----------------|--------------------|-------------------|------------------|-----------------------------|--|
| | INFLOW FORECAST | % diff. recruiting | INFLOW FORECAST | april 2024/2023 | apr - jun 24 / apr - jun 23 | |
| PIEMONTE | 27,340 | 50.0 | 89,180 | +2,050 | +6,570 | |
| VALLE D'AOSTA | 840 | 52.6 | 5,270 | +120 | +1,200 | |
| LOMBARDIA | 86,510 | 47.3 | 276,640 | +8,310 | +24,770 | |
| LIGURIA | 15,180 | 48.1 | 46,350 | +1,790 | +2,990 | |
| TRENTINO ALTO ADIGE | 11,550 | 59.9 | 49,070 | +1,490 | +5,660 | |
| VENETO | 44,640 | 51.9 | 144,210 | +4,780 | +9,270 | |
| FRIULI VENEZIA GIULIA | 9,260 | 56.3 | 31,220 | +870 | +2,430 | |
| EMILIA ROMAGNA | 40,890 | 49.5 | 142,360 | +4,490 | +10,510 | |
| TOSCANA | 33,870 | 49.1 | 107,680 | -5,060 | -16,090 | |
| UMBRIA | 5,080 | 50.7 | 15,970 | -660 | -1,580 | |
| MARCHE | 11,090 | 50.0 | 41,240 | -1,060 | -6,640 | |
| LAZIO | 41,020 | 43.2 | 139,470 | -2,390 | -11,450 | |
| ABRUZZO | 8,450 | 51.9 | 34,480 | -1,080 | -5,880 | |
| MOLISE | 1,340 | 49.7 | 5,130 | -- | -1,230 | |
| CAMPANIA | 37,650 | 43.4 | 116,120 | -3,130 | -17,870 | |
| PUGLIA | 22,560 | 42.7 | 89,000 | -2,410 | -17,730 | |
| BASILICATA | 2,730 | 50.6 | 9,560 | -240 | -2,310 | |
| CALABRIA | 6,900 | 43.2 | 32,280 | -1,040 | -6,580 | |
| SICILIA | 25,210 | 42.7 | 85,780 | -2,350 | -14,140 | |
| SARDEGNA | 14,200 | 46.8 | 58,610 | -1,300 | -8,290 | |
| NORTH WEST | 129,860 | 48.0 | 417,440 | +12,280 | +35,520 | |
| NORTH EAST | 106,340 | 52.3 | 366,860 | +11,630 | +27,860 | |
| CENTRAL | 91,050 | 46.6 | 304,360 | -9,170 | -35,760 | |
| SOUTH AND ISLANDS | 119,030 | 44.4 | 430,950 | -11,760 | -74,030 | |
| ITALY | 446,280 | 47.8 | 1,519,610 | +2,980 | -46,410 | |



Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

For more information:

06.4704 264-350 / 348.9025607-366.4157335

