Labour: 427 thousand hirings expected by companies in November

**Positive forecast for tourism and trade, decreasing hiring
for manufacturing and construction**

Rome, 11 November 2024 – Companies expect more than 427 thousand hires in November 2024 and plan around 1.3 million for the entire November 2024-January 2025 quarter[1]. Compared to the previous year, a slight decline is estimated with -3 thousand hirings planned in the month (-0.7%) and -34 thousand hirings planned for the quarter (-2.6%), with differentiated trends depending on the sectors. The difficulty in recruiting reported by companies remains high, involving 47.9% of planned hires. This scenario is outlined by the *Excelsior Information System Bulletin*, created by **Unioncamere** in collaboration **with Ministry of Labour and Social Policies** [2].

Driving the demand for work are service companies with around 307 thousand workers wanted in November and 908 thousand in the quarter, marking growth on an annual basis (+2.5% in the month and +0.6% in the quarter). Positive forecats are expected especially for tourism and commerce, sectors which plan 82 thousand and 72 thousand hires respectively. The forecasts of the industry are more uncertain, which is looking for 121 thousand workers in the month and 360 thousand in the quarter, with a decline compared to a year ago (-8.0% compared to November 2023 and -9.9% on the same quarter of 2023). Manufacturing companies expect to hire around 78 thousand workers in the month (-9.9% compared to a year ago) and around 239 thousand in the quarter (-12.5%), while construction companies are looking for over 43 thousand workers in November (-4.3%) and 122 thousand in the quarter (-4.3%).

Fixed-term contracts are confirmed as the most proposed contractual form with 237 thousand units, equal to 55.5% of the total, followed by permanent contracts (82 thousand, 19.2%).

In the month of November there were approximately 205 thousand personnel searches for which companies declared difficulty in finding, equal to 47.9% of the total expected hirings. Companies report the greatest critical issues in the search for profiles to be included in the "Installation, repair" company area (66.8% are difficult to find) followed by the "Design and Research & Development" company areas (57.7%), "Production of goods and provision of services" (52.5%) and "General management, personnel and organization of human resources (51.2%). Among the most difficult professional profiles to find on the market, Borsino Excelsior in the group of intellectual, scientific and specialized professions highlights engineers (58.8% are difficult to find) and analysts and specialists in application design (55.4%). Among the technical professions, the most difficult to find are technicians managing the production processes of goods and services (71.5%), health technicians (62.9%) and technicians in the engineering field (57.9%). Beauty care workers (59.0%) and workers in catering activities (56.0%) are the professions with the highest difficulty in finding for the group of qualified professionals in commercial activities and services. Blacksmiths, tool builders (74.5%) and foundry workers, welders, tinsmiths, boilermakers, metal carpentry assemblers (74.1%) are the most difficult professions to find among specialized workers, while for conductors the workers employed in automatic and semi-automatic machines

---

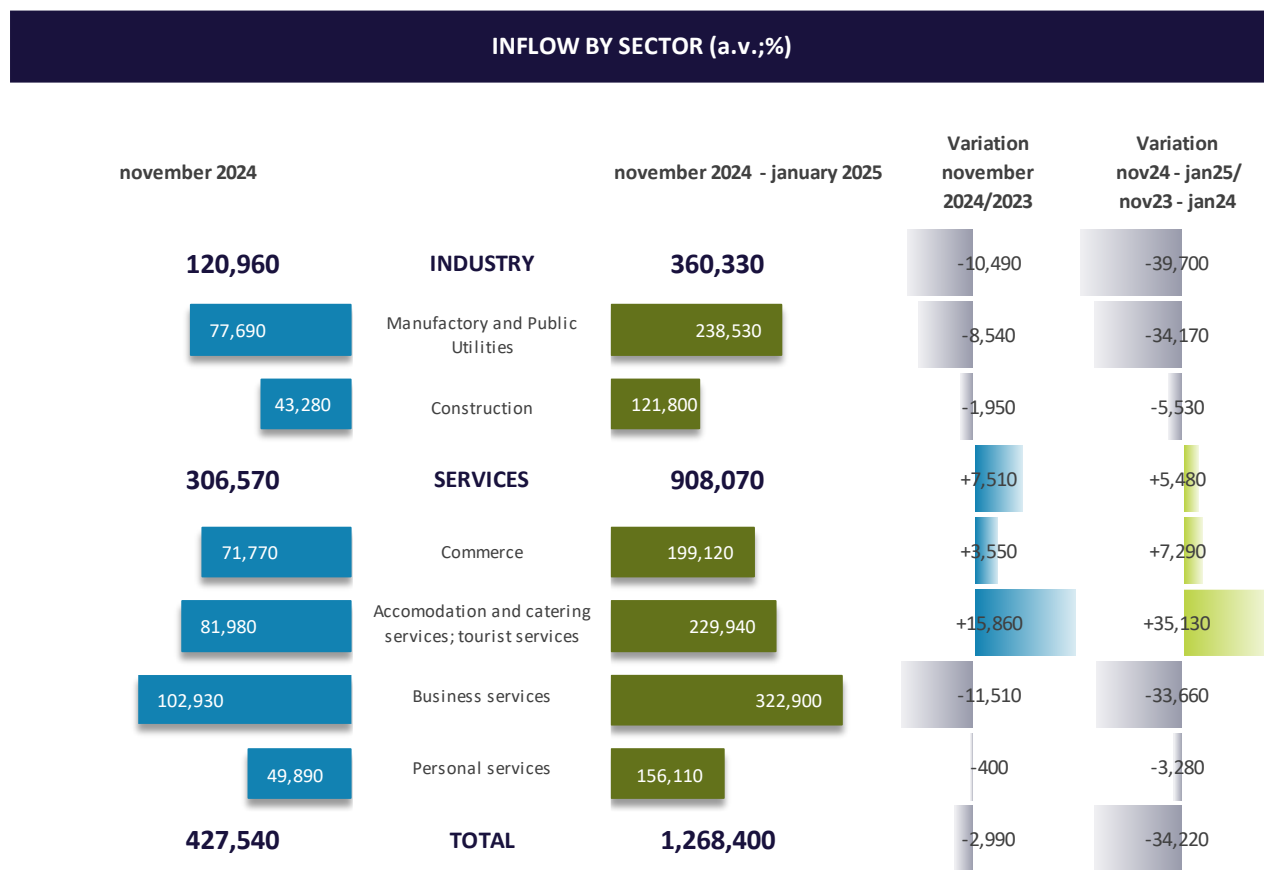[1] Hirings with a fixed-term contract lasting more than one month or for an indefinite period.
[2] Forecasts for the month of November are based on interviews carried out on a sample of more than 124 thousand companies. The interviews were acquired in the period 26 September 2024 - 11 October 2024.

for metalworking (67.0%) and workers employed in machinery in the textile and packaging industry (63.2%).

The companies plan to hire 86 thousand immigrant staff in the month of November, equal to 20.1% of the total contracts. Sectors that make most use of foreign labor are: transport, logistics and warehousing services in which the request for immigrant personnel concerns 29.4% of the total contracts envisaged, operational support services for businesses and people (28.3%), accommodation and food services (22.7%), construction (22.2%) and metallurgy (19.7%).

The companies are also looking for 131 thousand young people "under 30" who represent 31% of the entries planned for November. The greatest employment opportunities for young people are offered by financial and insurance services (46.0% of planned hires will be covered by young people), IT and telecommunications services (45.6%), trade (39.9%), media and communication services (38.7%) and the chemical-pharmaceutical, plastic and rubber industries (37.4%). At a territorial level, the demand for labor from companies in the South and Islands is growing (+10 thousand in the month and +25 thousand in the quarter), while in the remaining territorial areas there is a decline both in the month and in the quarter.

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

INFLOW BY SECTOR (a.v.;%)

november 2024		november 2024 - january 2025	Variation november 2024/2023	Variation nov24 - jan25/ nov23 - jan24
120,960	**INDUSTRY**	**360,330**	-10,490	-39,700
77,690	Manufactory and Public Utilities	238,530	-8,540	-34,170
43,280	Construction	121,800	-1,950	-5,530
306,570	**SERVICES**	**908,070**	+7,510	+5,480
71,770	Commerce	199,120	+3,550	+7,290
81,980	Accomodation and catering services; tourist services	229,940	+15,860	+35,130
102,930	Business services	322,900	-11,510	-33,660
49,890	Personal services	156,110	-400	-3,280
427,540	**TOTAL**	**1,268,400**	-2,990	-34,220

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

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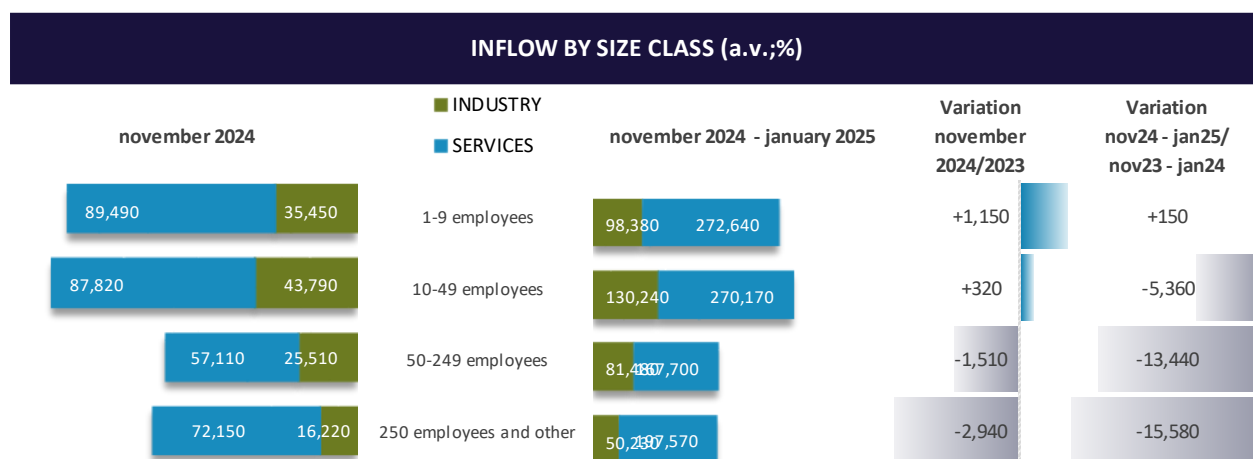
INFLOW BY SIZE CLASS (a.v.;%)

■ INDUSTRY
■ SERVICES

november 2024		november 2024 - january 2025		Variation november 2024/2023	Variation nov24 - jan25/ nov23 - jan24
89,490	35,450	1-9 employees	98,380 / 272,640	+1,150	+150
87,820	43,790	10-49 employees	130,240 / 270,170	+320	-5,360
57,110	25,510	50-249 employees	81,480 / 167,700	-1,510	-13,440
72,150	16,220	250 employees and other	50,230 / 187,570	-2,940	-15,580

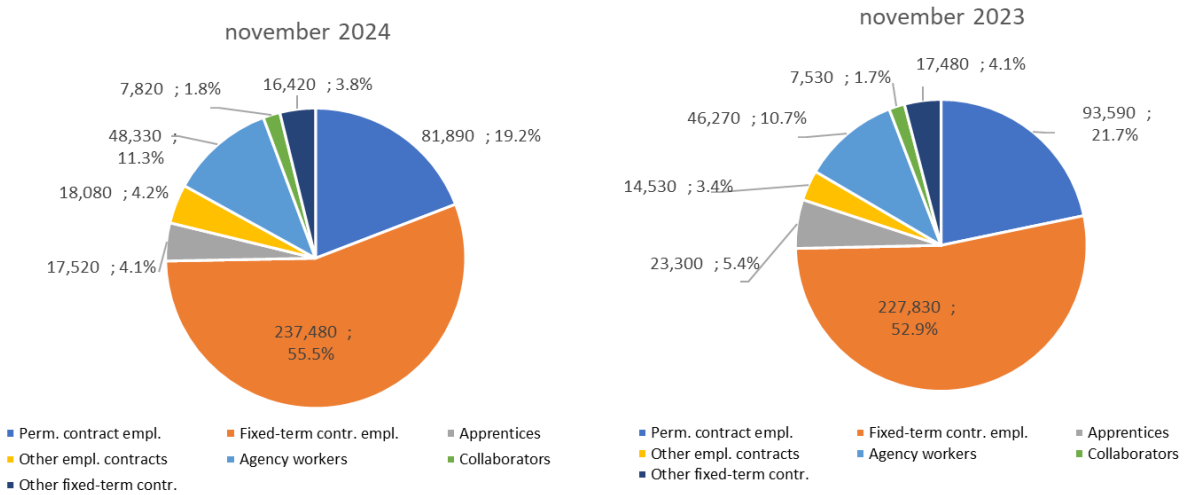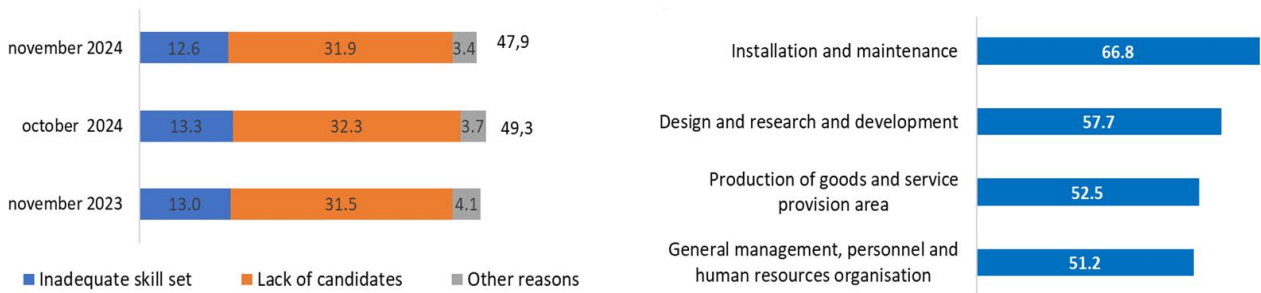*Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024*

INFLOW OF WORKERS FORECAST BY COMPANIES BY CONTRACT TYPE (a.v.; %)

november 2024

- 81,890 ; 19.2%
- 237,480 ; 55.5%
- 17,520 ; 4.1%
- 18,080 ; 4.2%
- 48,330 ; 11.3%
- 7,820 ; 1.8%
- 16,420 ; 3.8%

■ Perm. contract empl.   ■ Fixed-term contr. empl.   ■ Apprentices
■ Other empl. contracts   ■ Agency workers   ■ Collaborators
■ Other fixed-term contr.

november 2023

- 93,590 ; 21.7%
- 227,830 ; 52.9%
- 23,300 ; 5.4%
- 14,530 ; 3.4%
- 46,270 ; 10.7%
- 7,530 ; 1.7%
- 17,480 ; 4.1%

■ Perm. contract empl.   ■ Fixed-term contr. empl.   ■ Apprentices
■ Other empl. contracts   ■ Agency workers   ■ Collaborators
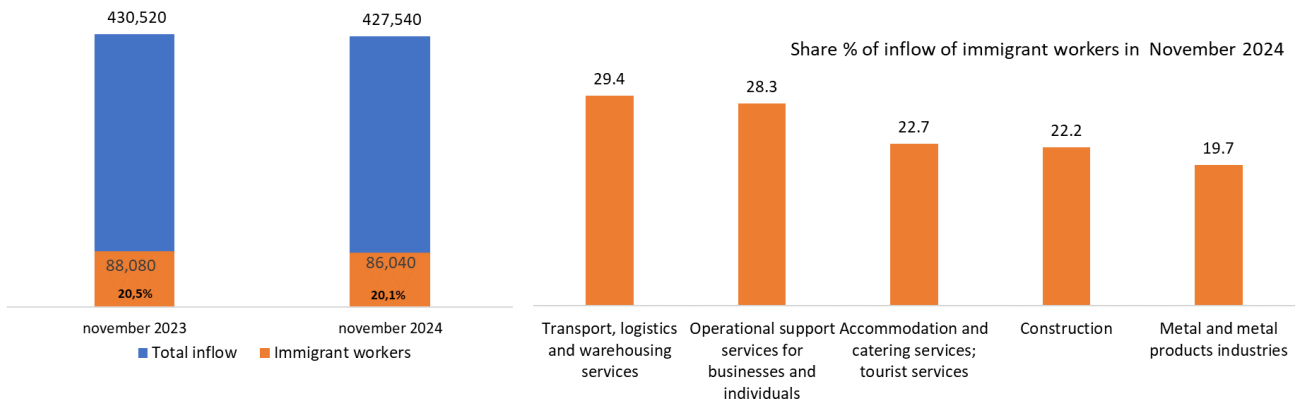■ Other fixed-term contr.

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

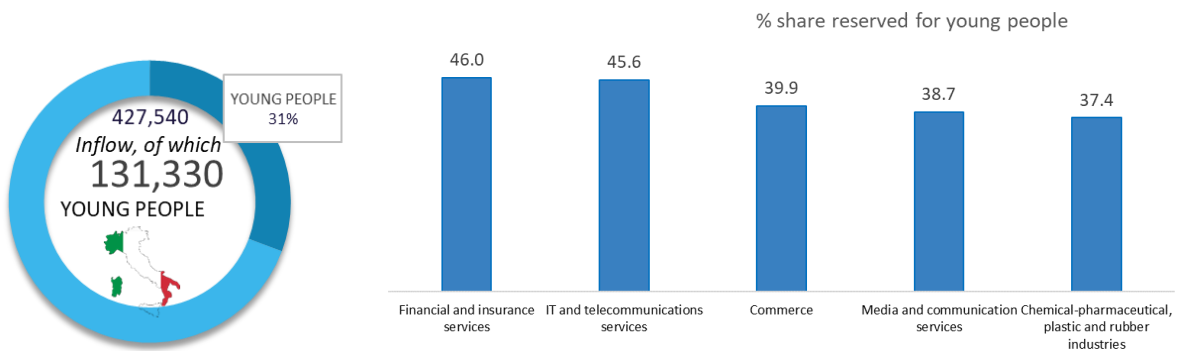**DIFFICULTY IN RECRUITING, MOTIVATIONS AND COMPANY AREAS WITH GREATER DIFFICULTIES (%)**

Month	Inadequate skill set	Lack of candidates	Other reasons	Total
november 2024	12.6	31.9	3.4	47,9
october 2024	13.3	32.3	3.7	49,3
november 2023	13.0	31.5	4.1	

■ Inadequate skill set   ■ Lack of candidates   ■ Other reasons

Area	%
Installation and maintenance	66.8
Design and research and development	57.7
Production of goods and service provision area	52.5
General management, personnel and human resources organisation	51.2

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

For more information:
348.9025607-331.6098963

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

Share % of inflow of immigrant workers in November 2024

	november 2023	november 2024
Total inflow	430,520	427,540
Immigrant workers	88,080	86,040
	20,5%	20,1%

Transport, logistics and warehousing services	Operational support services for businesses and individuals	Accommodation and catering services; tourist services	Construction	Metal and metal products industries
29.4	28.3	22.7	22.2	19.7

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

OPPORTUNITIES FOR YOUNG PEOPLE AND THE MAIN SECTORS OF EMPLOYMENT (A.V. AND %)

YOUNG PEOPLE 31%

427,540
Inflow, of which
131,330
YOUNG PEOPLE

% share reserved for young people

Financial and insurance services	IT and telecommunications services	Commerce	Media and communication services	Chemical-pharmaceutical, plastic and rubber industries
46.0	45.6	39.9	38.7	37.4

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

For more information:
348.9025607-331.6098963

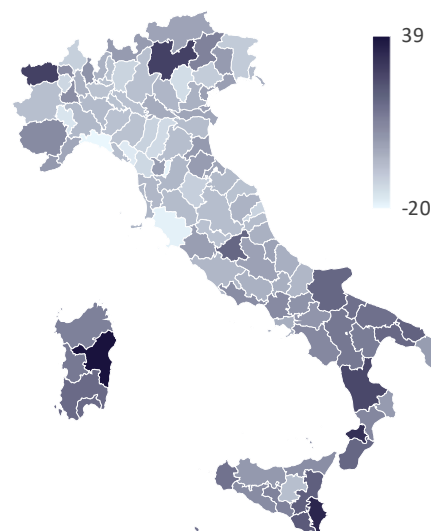|	INFLOW EXPECTED NOVEMBER 2024	Distribution x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED november 2024 - january 2025
INFLOW	**427,540**	**1,000**	**47.9**	**1,268,400**
MANAGERS	**690**	**1.6**	**65.6**	**2,570**
Directors and general managers of companies	220	0.5	66.2	910
Directors and departmental managers of companies	240	0.6	65.1	1,090
Entrepreneurs and small business managers	220	0.5	67.7	520
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALIZED PROFESSIONS	**24,550**	**57.4**	**46.5**	**90,560**
Engineers	3,690	8.6	58.8	14,950
Specialists in management, commercial and banking sciences	4,850	11.3	43.5	18,330
Primary and pre-primary school teachers	2,770	6.5	50.5	7,630
Other education and training specialists	2,020	4.7	32.7	7,780
Analysis and application design specialists	2,140	5.0	55.4	8,430
TECHNICAL PROFESSIONS	**49,800**	**116.5**	**54.5**	**169,750**
IT, telematics and telecommunications technicians	4,840	11.3	57.4	16,340
Engineering technicians	5,720	13.4	57.9	18,200
Goods and services production processes management technicians	4,590	10.7	71.5	15,520
Health technicians	9,250	21.6	62.9	29,870
Technicians of the organisation and administration of production activities	4,750	11.1	42.7	15,890
Market relations technicians	9,950	23.3	51.9	33,110
OFFICE WORKERS	**34,640**	**81.0**	**32.7**	**111,390**
Secretarial and general affairs office staff	15,210	35.6	32.5	47,090
Counter and money movement workers	3,360	7.9	28.8	9,180
Customer reception and information office staff	8,020	18.8	32.5	28,500
Logistics administrative management office staff	3,370	7.9	27.6	12,370
Economic, accounting and financial management office staff	2,910	6.8	41.2	8,610
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	**134,930**	**315.6**	**46.4**	**360,900**
Sales people	46,550	108.9	31.3	122,840
Catering business operators	67,180	157.1	56.0	180,530
Qualified professions in health and social services	7,190	16.8	48.9	20,840
Beauty treatment professionals	5,160	12.1	59.0	12,400
Skilled professions in personal services	3,970	9.3	36.8	11,730
Qualified professions in security, surveillance and custodial services	2,520	5.9	25.8	7,010
SPECIALIZED LABOURERS	**69,530**	**162.6**	**66.8**	**196,700**
Specialized labourers in construction and building maintenance	18,370	43.0	62.7	47,530
Building finisher artisans and specialized labourers	12,990	30.4	67.3	34,500
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	7,080	16.6	74.1	18,840
Blacksmith ironworkers, tool makers and similar professions	2,970	7.0	74.5	10,920
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile	9,330	21.8	71.2	28,140
Electrical and electronic equipment installation and maintenance artisans and specialized	4,320	10.1	71.0	14,240
Artisans and specialized workers in food processing	3,870	9.1	68.3	10,800
Artisans and specialized workers in textile and clothing	2,400	5.6	61.5	6,290
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	**47,720**	**111.6**	**50.4**	**146,550**
Automatic and semi-automatic machinery workers for metal processing and for mineral p	2,670	6.2	67.0	9,280
Workers assigned to machinery in the textile and packaging industry	2,590	6.1	63.2	6,890
Workers assigned to assembly of industrial products	3,610	8.4	49.7	11,210
Workers assigned to industrial product packaging machines	4,340	10.2	28.6	12,150
Workers assigned to fixed machinery for the food industry	2,460	5.7	23.3	7,140
Drivers of motor and animal-drawn vehicles	20,730	48.5	55.9	64,220
Operators of earthmoving, lifting and material handling machinery	3,120	7.3	52.0	10,360
UNSKILLED PROFESSIONS	**65,670**	**153.6**	**32.9**	**189,980**
Unskilled staff assigned to moving an delivery of goods	28,120	65.8	30.0	74,110
Unskilled cleaning service staff	29,740	69.6	38.2	92,330
Unqualified construction personnel	2,280	5.3	19.3	5,500

* 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:
348.9025607-331.6098963

THE INFLOW IN THE TERRITORIES IN THE MONTH OF NOVEMBER 2024 AND IN THE PERIOD NOVEMBER 2024 - JANUARY 2025

	November 2024		november 2024 - january 2025	Variation (v.a.)		Variation % forecasted inflow november 2024/2023
	INFLOW FORECAST	% diff. recruiting	INFLOW FORECAST	november 2024/2023	nov24 - jan25/ nov23 - jan24	
PIEMONTE	28,580	50.4	87,430	-1,030	-5,520	
VALLE D'AOSTA	2,420	54.1	7,740	+520	+680	
LOMBARDIA	89,470	48.7	265,380	-4,890	-21,280	
LIGURIA	9,070	56.0	28,040	-1,310	-3,300	
TRENTINO ALTO ADIGE	11,970	53.0	48,910	+1,370	+3,010	
VENETO	37,990	53.5	111,370	-1,550	-7,340	
FRIULI VENEZIA GIULIA	8,070	56.4	23,920	-310	-1,230	
EMILIA ROMAGNA	35,600	49.9	104,430	-2,030	-7,770	
TOSCANA	25,130	51.6	75,330	-1,930	-7,110	
UMBRIA	4,640	52.4	14,160	-270	-840	
MARCHE	9,790	55.1	29,370	-530	-1,870	
LAZIO	46,290	44.3	132,170	-1,030	-7,030	
ABRUZZO	8,770	51.3	28,080	--	+440	
MOLISE	1,480	49.0	4,690	-40	+180	
CAMPANIA	35,920	43.6	101,490	+1,040	+1,990	
PUGLIA	24,070	37.0	69,860	+2,870	+8,090	
BASILICATA	2,940	48.6	8,910	+330	+1,060	
CALABRIA	8,930	40.5	24,200	+1,360	+2,840	
SICILIA	26,130	40.5	73,770	+3,020	+7,760	
SARDEGNA	10,310	47.7	29,180	+1,420	+3,010	
NORTH WEST	129,540	49.7	388,580	-6,710	-29,410	
NORTH EAST	93,630	52.3	288,630	-2,520	-13,330	
CENTRAL	85,840	48.1	251,030	-3,750	-16,840	
SOUTH AND ISLANDS	118,520	42.4	340,170	+9,990	+25,360	
ITALY	**427,540**	**47.9**	**1,268,400**	**-2,990**	**-34,220**	

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