



Press release

Labour: more than 507 thousand hirings expected in July and over 1.3 million by September

Demand for labor is decreasing, especially in companies in the Center and North East; the share of stable contracts is growing

Rome, 12 July 2024 – Over 507 thousand job opportunities planned by companies in July and 1.3 million in the July-September quarter, with a contraction in labor demand of approximately 78 thousand contracts compared to July 2023 (-13.3%) and -156 thousand for the corresponding quarter of 2023 (-10.6%). The difficulty in recruiting stands at 48.4% mainly due to the lack of candidates. This scenario is outlined by the Excelsior Information System Bulletin, created by **Unioncamere** in collaboration with **Ministry of Labour and Social Policies**¹.

The industry as a whole plans to hire approximately 135 thousand profiles in the month (-15 thousand; -9.8% compared to last year) and 371 thousand in the quarter (-34 thousand; -8.3% compared to a year ago). The manufacturing sector is looking for approximately 88 thousand workers in the month and 236 thousand in the quarter. The mechatronics industries are looking for 21 thousand workers in the month and 59 thousand in the quarter, followed by the food, beverage and tobacco industries (20 thousand in the month and 48 thousand in the quarter) and by the metallurgical and metal products industries (15 thousand in the month and 42 thousand in the quarter). The demand for labor from the construction sector is also decreasing, although it stands at almost 47 thousand hirings in July (-10 thousand; -18.2% compared to July 2023) and around 135 thousand in the quarter (-23 thousand; -14.8% for the quarter).

The services sector offers 373 thousand employment contracts in the current month (-63 thousand; -14.5% compared to a year ago) and approximately 949 thousand those expected in the July-September period (-122 thousand; -11.4% on the corresponding quarter of 2023). Tourism offers the greatest employment opportunities with approximately 125 thousand workers sought in the month and 265 thousand in the quarter, despite the decline compared to last year (-45 thousand contracts in the month and -86 thousand in the quarter). There are also numerous job opportunities offered in commerce (69 thousand in the month and 180 thousand in the quarter) and in personal services (60 thousand in the month and 185 thousand in the quarter).

Over 245 thousand hirings in July (48.4% of the total) are difficult to find, confirming the "lack of candidates" as the prevalent cause with a share of 32.3%, while "inadequate preparation" stands at 12.7%. The professional groups with the highest mismatch are specialized workers (65.7% share of hard-to-find income), technical professions (54.3%),

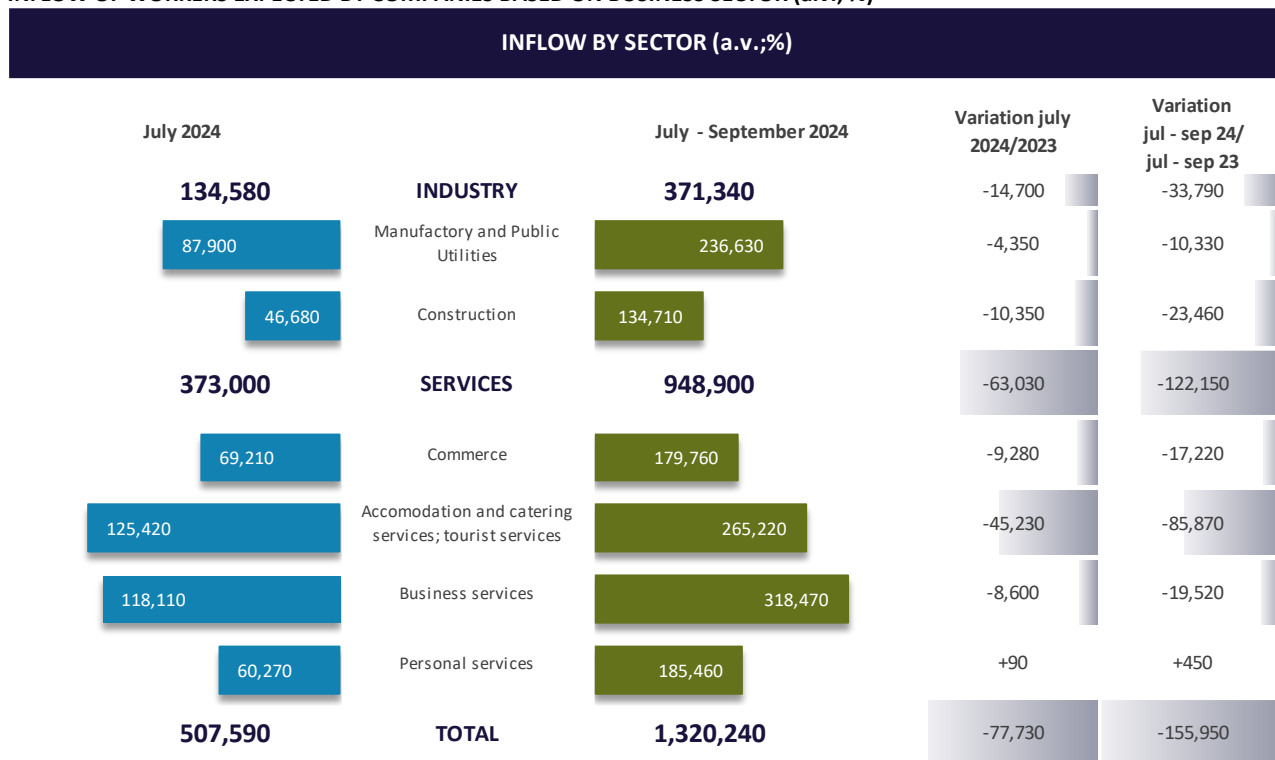
¹ The forecasts for the month of July are based on interviews carried out on a sample of over 103 thousand companies. The interviews were collected in the period 13 May 2024 - 31 May 2024.

managers and intellectual, scientific and highly specialized professions (51, 1%). From the Borsino of professions, it is difficult to find on machinery in the textile and clothing industry (77.8%), specialized workers employed in construction finishing (75.6%), foundries, welders, tinsmiths, boilermakers, assemblers of metal carpentry (74.1%), blacksmiths, tool builders (71.8%) and artisan mechanics, assemblers, repairers, maintainers of fixed and mobile machines (71.4 %). Also difficult to find are technicians managing the production processes of goods and services and health technicians (both at 66%), technicians in the engineering field (64.5%) and IT, telematics and telecommunications technicians (60.9%).

Fixed-term contracts are confirmed as the most proposed contractual form with 304 thousand units, equal to 59.9% of the total, followed by permanent contracts (92 thousand, 18.1%), the latter increasing by 1.5 p.p. compared to July 2023.

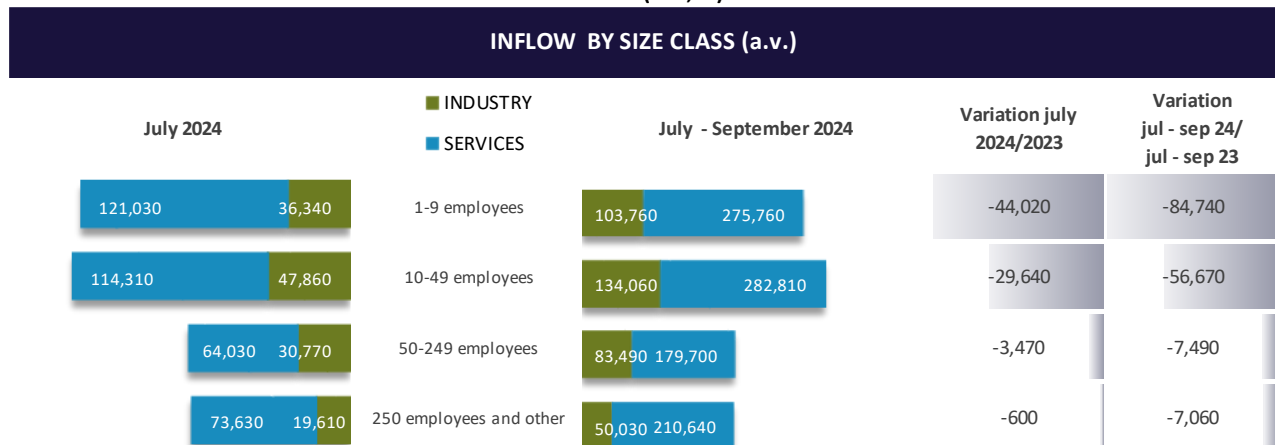
The demand for immigrant workers is down compared to last year with around 97 thousand hirings planned for the month, equal to 19.0% of the total. Among the sectors that make most use of foreign labour, operational support services for businesses and people are confirmed (30.2% of scheduled entries will be covered by immigrant personnel), transport, logistics and warehousing services (29.7%), metallurgy (26.7%) and construction (22.3%). During the month, at a territorial level, the hirings planned by companies in the Center fell by over 24 thousand units and by around 24 thousand units for those in the North East. Among the regions that recorded the largest declines were Lombardia (-10 thousand), Toscana (-9 thousand), Veneto and Emilia-Romagna (each with around 9 thousand fewer hires) and Lazio (with over 8 thousand fewer new hires).

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



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

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



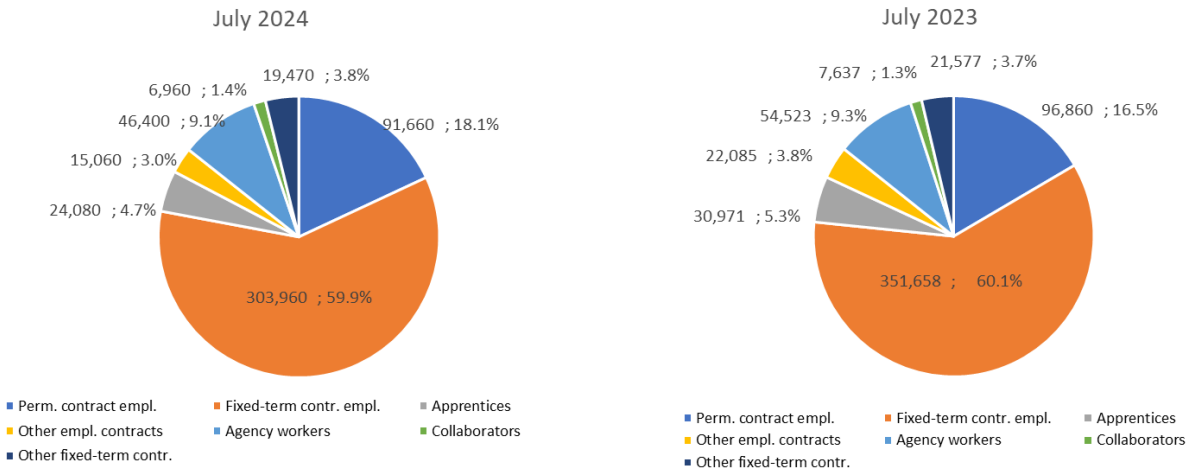
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

For more information:

06.4704 264-350 / 348.9025607-366.4157335

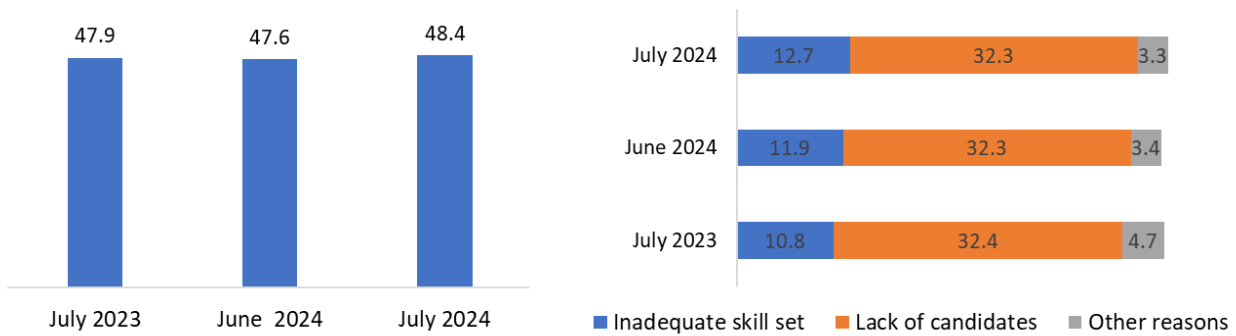


INFLOW OF WORKERS FORECAST BY COMPANIES BY CONTRACT TYPE (a.v.; %)



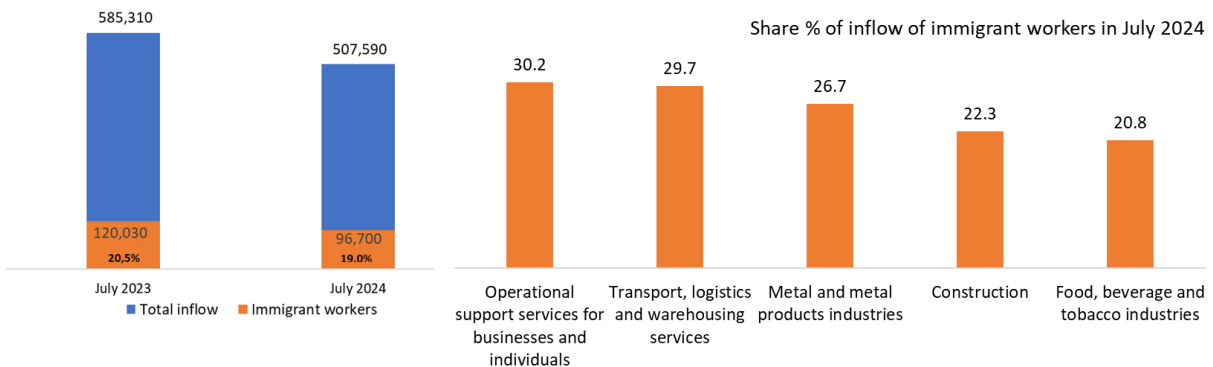
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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

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

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

	INFLOW EXPECTED JULY 2024	Distribu tion x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED july - september 2024
INFLOW	507,590	1,000	48.4	1,320,240
MANAGERS	800	1.6	56.4	2,180
INTELLECTUAL, SCIENTIFIC AND HIGHLY specialized PROFESSIONS	25,570	50.4	51.1	86,890
Engineers	4,430	8.7	59.7	13,020
Specialists in management, commercial and banking sciences	5,610	11.1	41.4	14,920
Analysts and experts in designing applications	2,430	4.8	55.6	7,030
TECHNICAL PROFESSIONS	52,860	104.1	54.3	156,690
IT, telematics and telecommunications technicians	6,480	12.8	60.9	18,110
Engineering technicians	5,460	10.8	64.5	14,280
Goods and services production processes management technicians	3,980	7.8	66.0	11,050
Health technicians	8,670	17.1	66.0	31,780
Technicians of the organisation and administration of production activities	4,400	8.7	49.5	13,910
Technicians of financial and insurance activities	2,070	4.1	33.7	5,000
Market relations technicians	9,970	19.6	51.2	28,900
Teachers in professional training, instructors, coaches, athletes	2,730	5.4	45.4	8,560
OFFICE WORKERS	39,110	77.0	35.1	106,590
Secretarial and general affairs office staff	14,790	29.1	36.1	42,890
Counter and money movement workers	2,250	4.4	41.6	5,580
Customer reception and information office staff	11,960	23.6	33.6	31,380
Logistics administrative management office staff	4,330	8.5	33.1	11,460
Economic, accounting and financial management office staff	3,610	7.1	39.8	9,920
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	174,140	343.1	46.3	393,090
Sales people	43,960	86.6	30.1	112,120
Catering business operators	104,520	205.9	52.7	213,660
Qualified professions in health and social services	7,820	15.4	54.6	23,510
Beauty treatment professionals	4,660	9.2	61.5	10,860
Skilled professions in personal services	5,770	11.4	33.6	17,290
Qualified professions in security, surveillance and custodial services	5,460	10.8	38.2	10,790
ARTISANS, specialized LABOURERS AND AGRICULTURALISTS	75,600	148.9	65.7	212,910
specialized labourers in construction and building maintenance	16,500	32.5	59.0	50,040
Building finisher artisans and specialized labourers	14,070	27.7	75.6	39,110
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar profession:	6,550	12.9	74.1	18,960
Blacksmith ironworkers, tool makers and similar professions	3,850	7.6	71.8	11,180
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobi	10,360	20.4	71.4	29,790
Electrical and electronic equipment installation and maintenance artisans and specialized	6,600	13.0	56.7	19,020
Farmers and specialized agricultural workers	2,110	4.2	36.6	5,360
Artisans and specialized workers in food processing	5,530	10.9	64.7	12,850
Artisans and specialized workers in textile and clothing	2,580	5.1	65.6	5,820
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	60,950	120.1	49.8	161,300
Automatic and semi-automatic machinery workers for metal processing and for mineral p	4,020	7.9	62.7	10,720
Workers assigned to machinery in the industry of textiles, garments and similar	2,570	5.1	77.8	7,240
Workers assigned to assembly of industrial products	4,530	8.9	51.2	12,780
Workers assigned to industrial product packaging machines	4,240	8.3	30.4	11,750
Workers assigned to fixed machinery for the food industry	6,130	12.1	33.4	11,910
Drivers of motor and animal-drawn vehicles	23,300	45.9	53.8	62,710
Operators of earthmoving, lifting and material handling machinery	8,230	16.2	50.7	22,500
UNSKILLED PROFESSIONS	78,560	154.8	36.8	200,580
Unskilled staff assigned to moving an delivery of goods	23,450	46.2	36.2	64,650
Unskilled cleaning service staff	44,860	88.4	38.5	109,530
Unskilled staff custodian services for buildings, equipment and goods	2,570	5.1	13.1	5,840
Unskilled construction personnel	2,090	4.1	40.5	6,090
Unskilled staff assigned to manufacturing	2,500	4.9	44.0	6,380

* 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

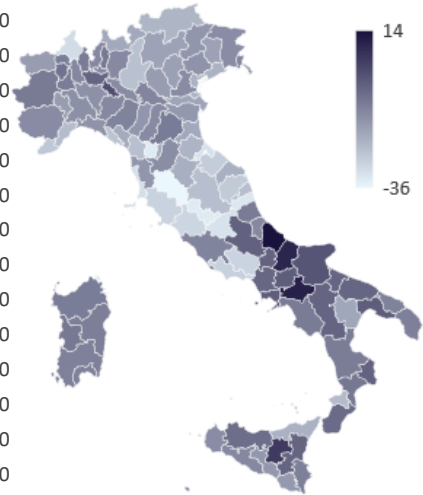
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THE INFLOW IN THE TERRITORIES IN THE MONTH OF JULY 2024 AND IN THE PERIOD JULY - SEPTEMBER 2024

	July 2024		July - September 2024	Variation (v.a.)		Variation % forecast inflow july 2024/2023
	INFLOW FORECAST	% diff. recruiting	INFLOW FORECAST	july 2024/2023	jul - sep 24/ jul - sep 23	
PIEMONTE	30,010	51.2	85,270	-3,910	-8,380	
VALLE D'AOSTA	2,230	56.0	4,380	-440	-650	
LOMBARDIA	87,490	49.3	258,760	-10,040	-25,970	
LIGURIA	13,090	49.5	32,290	-3,150	-4,870	
TRENTINO ALTO ADIGE	17,920	58.7	38,630	-4,430	-8,300	
VENETO	43,770	53.3	119,890	-8,820	-21,660	
FRIULI VENEZIA GIULIA	10,520	55.5	27,320	-1,780	-3,880	
EMILIA ROMAGNA	43,950	51.3	117,680	-8,790	-19,900	
TOSCANA	32,130	51.0	80,990	-9,310	-19,440	
UMBRIA	5,750	55.1	15,870	-2,050	-4,200	
MARCHE	13,540	50.7	32,480	-4,660	-9,160	
LAZIO	47,820	44.5	131,880	-8,580	-21,300	
ABRUZZO	13,000	49.6	30,610	-280	-190	
MOLISE	2,210	52.8	5,100	+120	+190	
CAMPANIA	44,280	40.6	109,180	-1,960	+230	
PUGLIA	31,940	42.0	75,120	-1,950	-1,130	
BASILICATA	4,060	50.9	9,900	-440	-250	
CALABRIA	14,650	44.8	29,550	-1,580	-1,760	
SICILIA	29,590	44.4	76,030	-3,560	-3,070	
SARDEGNA	19,630	43.6	39,320	-2,120	-2,280	
NORTH WEST	132,820	49.8	380,700	-17,530	-39,860	
NORTH EAST	116,160	53.6	303,520	-23,830	-53,740	
CENTRAL	99,240	48.0	261,220	-24,600	-54,090	
SOUTH AND ISLANDS	159,360	43.5	374,800	-11,760	-8,260	
ITALY	507,590	48.4	1,320,240	-77,730	-155,950	



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

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