



Press release

Labour: 356 thousand hires expected by companies in December **Positive expectations for services (+3.5% compared to last year), driven by tourism and retail**

Rome, 12 December 2024 – Approximately 356 thousand hires are expected by companies in December, with the number rising to over 1.3 million for the December 2024 – February 2025 quarter¹. Compared to the previous year, there is an increase in labour demand, with 3,410 more hires expected in December (+1.0%) and 15,240 more in the quarter (+1.2%). The difficulty in recruiting reported by companies remains high, involving around 174 thousand profiles, representing 48.9% of the labour demand. This scenario is outlined in the *Excelsior Information System Bulletin*, which processes the employment forecasts for December², created by **Unioncamere** and the **Ministry of Labour and Social Policies**, as part of the National Program for Youth, Women, and Employment, co-financed by the European Union.

Service sector businesses are driving labour demand, with over 268 thousand hires planned for December (+3.5% year-on-year) and 927 thousand for the quarter (+4.7%). Particularly positive forecasts come from the tourism and retail sectors, which, boosted by the start of the winter season and the upcoming Christmas holidays, plan respectively 76 thousand (+8.1%) and 59 thousand (+4.6%) hires. However, a greater level of uncertainty is reflected in the forecasts for the industrial sector, with 87 thousand hires expected in December (-6.1%) and 381 thousand in the quarter (-6.4%). Manufacturing companies are planning over 57 thousand hires in December and 256 thousand for the quarter, while the construction sector expects 30 thousand hires in December and 125 thousand for the quarter.

Fixed-term contracts remain the most common type of employment contract, accounting for 56.1% of total hires (about 200,000 contracts). They are followed by permanent contracts (almost 81,000), while apprenticeship and other types of contracts represent smaller shares.

In December, the mismatch between labour demand and supply affects nearly 174 thousand of the 356 thousand planned hires, mainly due to the lack of candidates (32.2%). Metallurgical and metal product companies face the greatest recruitment difficulties, with a mismatch affecting 64.2% of the profiles sought. They are followed by construction companies (63.2%), wood and furniture industries (59.6%), mechatronics companies (57.7%), and tourism businesses (56.9%). Among the hardest-to-find professional profiles, the Borsino Excelsior highlights, within the intellectual and scientific professions group, engineers (62.5%) and analysts and specialists in application design (58.5%), while in technical professions are highlighted health technicians (65.0%), engineering technicians (62.7%) and production process management technicians (61.9%). In the group of qualified professions in commercial activities and services, the most difficult-to-find profiles include beauty care operators (60.9%) and restaurant staff (58.7%). Among skilled workers, the most difficult-to-recruit professions include foundry workers, welders, sheet metal workers, boilermakers, and metal structure assemblers (73.9%) and construction finishers (71.3%). For machine operators, the hardest-to-find roles are workers handling automatic and semi-automatic machines for metalworking (63.0%) and motor vehicle operators (55.7%).

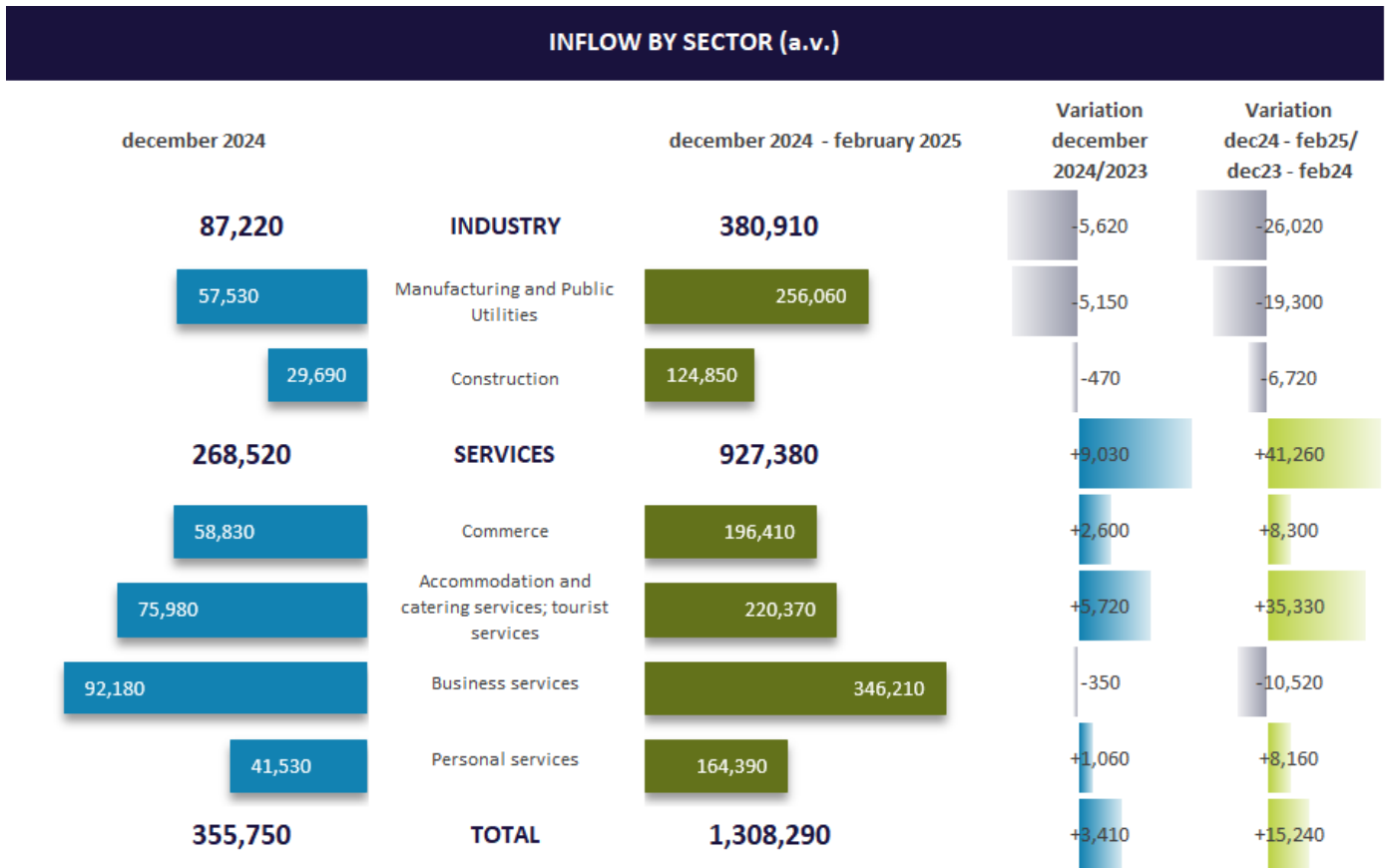
¹ Hirings with a fixed-term contract lasting more than one month or for an indefinite period.

² Forecasts for the month of December are based on interviews carried out on a sample of more than 115 thousand companies. The interviews were acquired in the period 21 October 2024 - 8 November 2024.

In December, companies plan around 68 thousand hires of foreign workers, accounting for 19.1% of the total. The sectors most in need of foreign labour include operational services (30.1% of hires are reserved for immigrants), transport and logistics services (24.9%), construction (24.1%), metallurgical and metal product industries (22.7%) and accommodation and food services (20.2%). Additionally, over 103 thousand job openings (29% of December's hires) are specifically targeted at young people under 30, with particularly high opportunities in the financial (44.2%), commercial (41.2%) and IT sectors (39.7%).

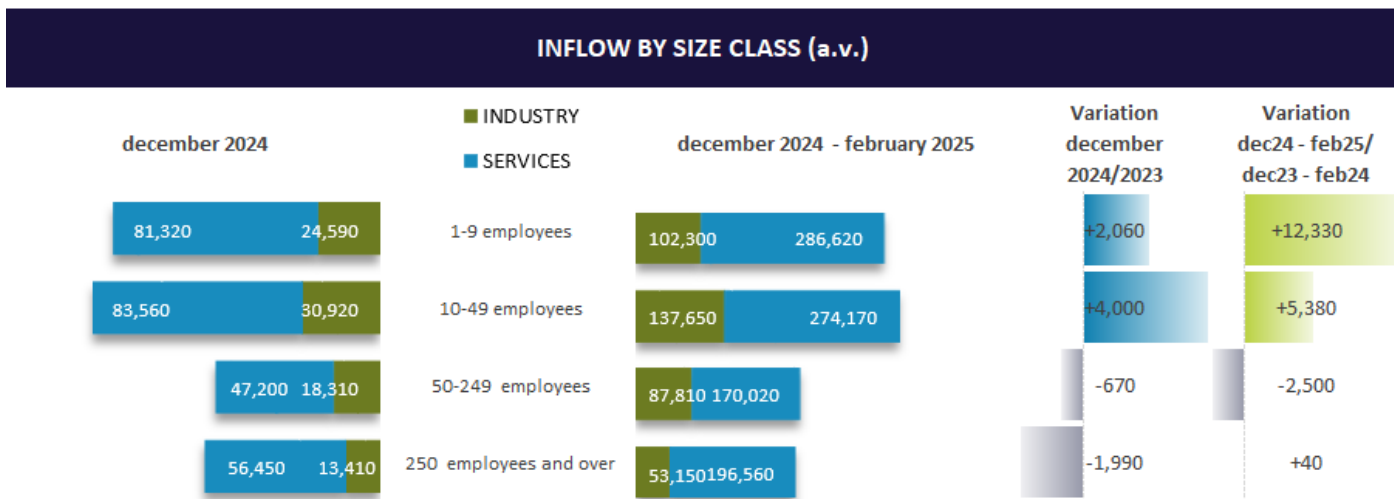
Regionally, companies in the North East report the highest mismatch, with 54.0% of the profiles sought being difficult to fill, followed by companies in the North West (49.4%), the South and Islands (46.0%) and the Centre (45.7%).

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



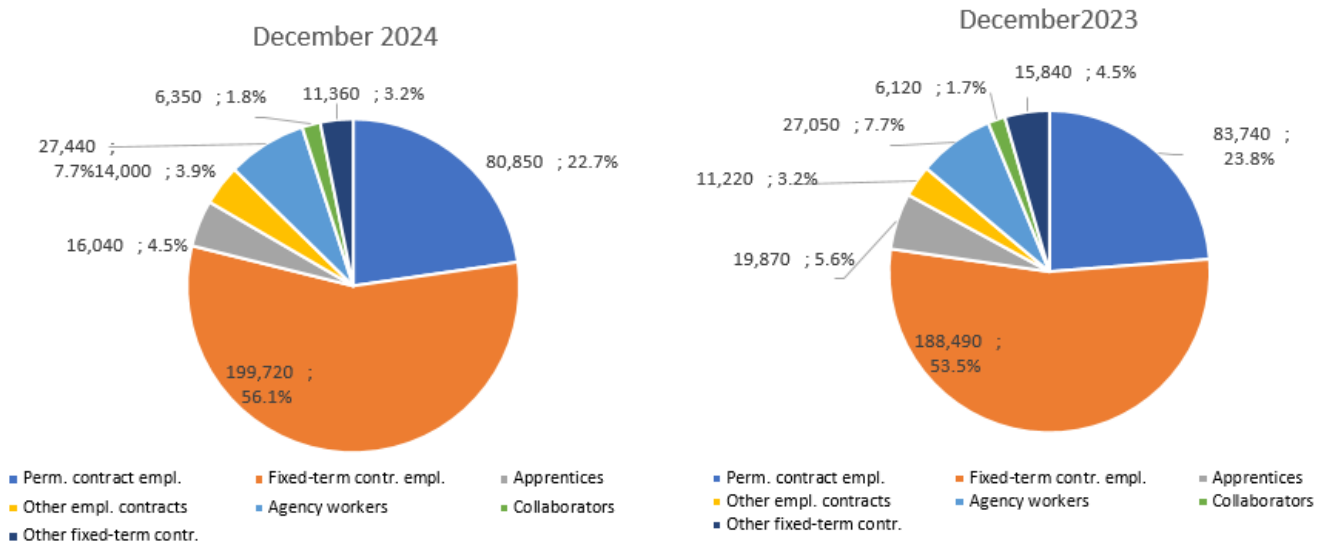
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



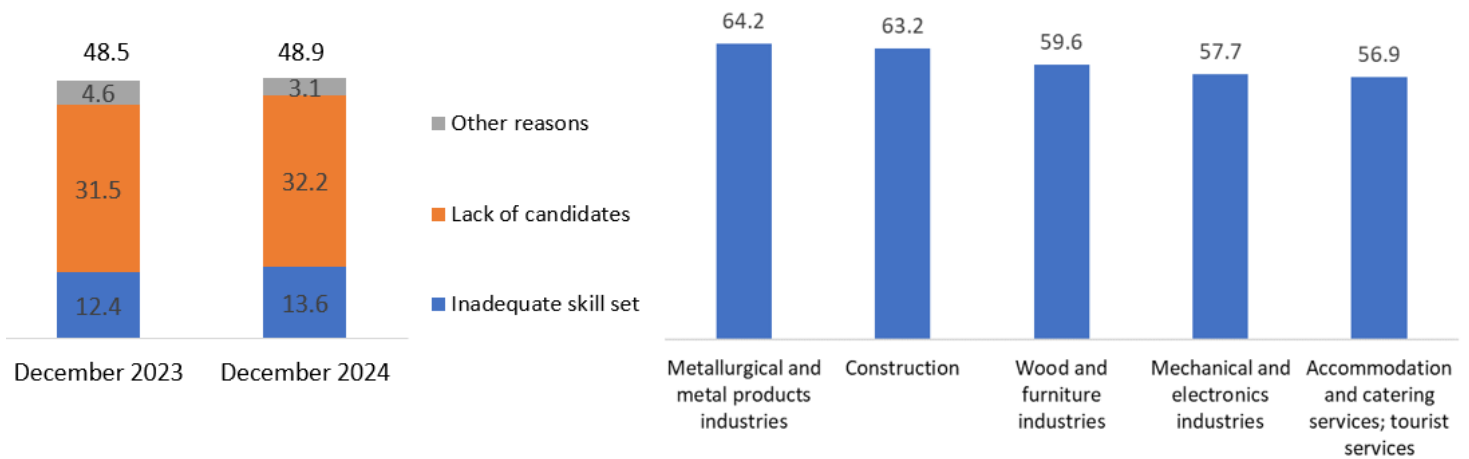
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



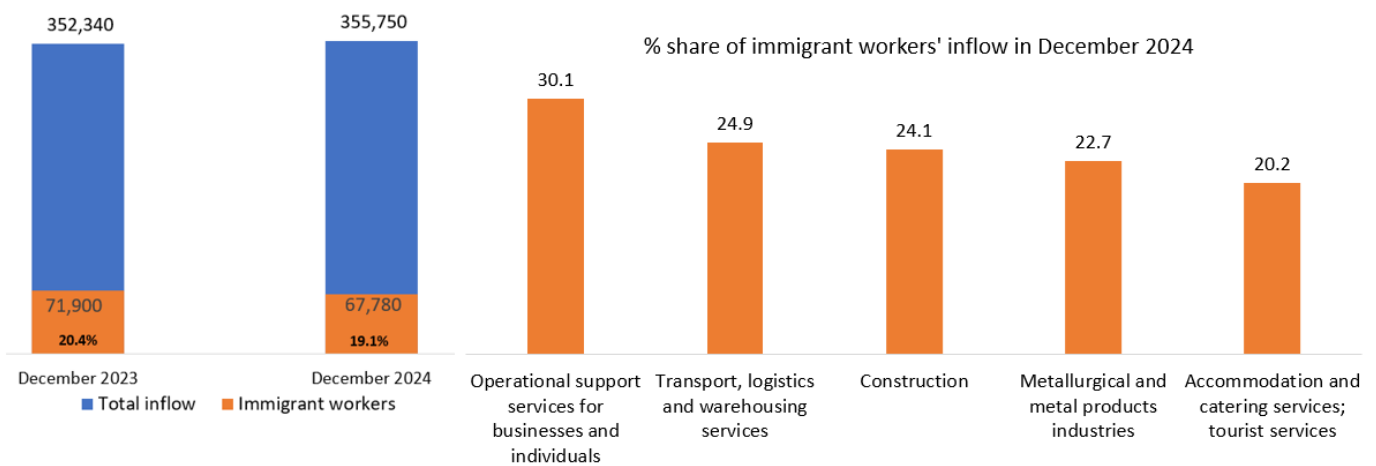
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

DIFFICULTY IN RECRUITING, MOTIVATIONS AND SECTORS WITH GREATER DIFFICULTIES (%)



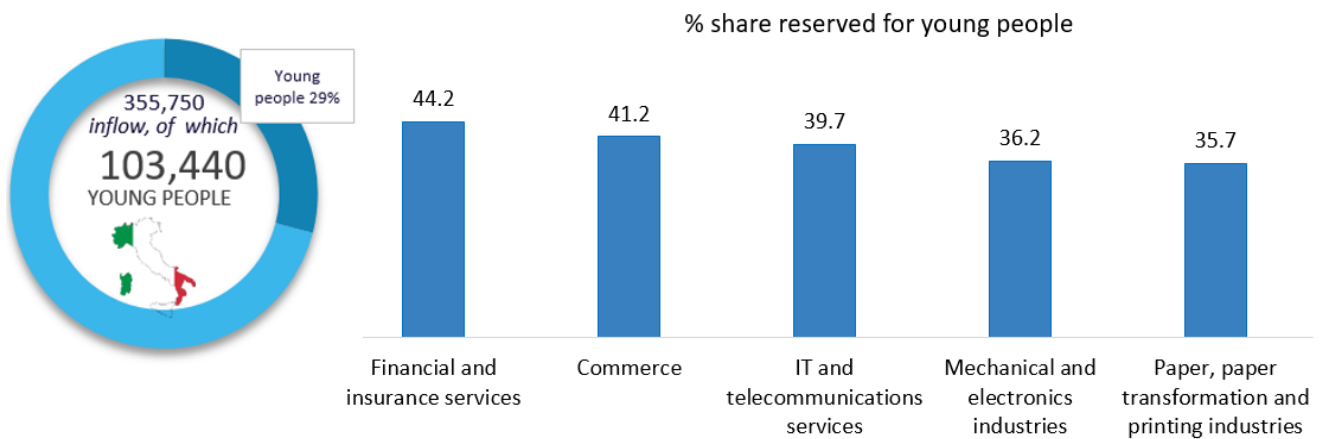
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



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

OPPORTUNITIES FOR YOUNG PEOPLE AND THE MAIN SECTORS OF EMPLOYMENT (a.v.; %)



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

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

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

	INFLOW EXPECTED DECEMBER 2024	Distributi on x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED december 2024 - february 2025
INFLOW	355,750	1,000	48.9	1,308,290
MANAGERS	600	1.7	67.4	2,780
Directors and general managers of companies	200	0.6	71.2	1,050
Directors and departmental managers of companies	290	0.8	65.3	1,340
Entrepreneurs and small business managers	100	0.3	66.7	360
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALIZED PROFESSIONS	21,930	61.6	52.0	100,140
Engineers	4,070	11.4	62.5	17,850
Specialists in management, commercial and banking sciences	4,350	12.2	38.7	19,440
Analysis and application design specialists	2,660	7.5	58.5	10,170
TECHNICAL PROFESSIONS	41,020	115.3	53.7	183,410
IT, telematics and telecommunications technicians	4,670	13.1	53.2	18,730
Engineering technicians	3,790	10.7	62.7	16,880
Goods and services production processes management technicians	3,580	10.1	61.9	15,540
Health technicians	7,070	19.9	65.0	33,430
Technicians of the organisation and administration of production activities	3,590	10.1	51.3	17,010
Market relations technicians	9,060	25.5	49.2	39,150
OFFICE WORKERS	30,060	84.5	33.7	109,570
Secretarial and general affairs office staff	12,000	33.7	34.5	46,790
Counter and money movement workers	2,550	7.2	29.1	8,180
Customer reception and information office staff	8,320	23.4	33.6	26,810
Logistics administrative management office staff	3,040	8.5	29.9	12,480
Economic, accounting and financial management office staff	2,610	7.3	44.4	9,570
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	117,220	329.5	48.2	342,640
Sales people	39,230	110.3	31.8	115,100
Catering business operators	58,590	164.7	58.7	167,120
Qualified professions in health and social services	6,600	18.5	52.7	21,750
Beauty treatment professionals	5,060	14.2	60.9	14,150
Skilled professions in personal services	3,940	11.1	39.7	12,160
Qualified professions in security, surveillance and custodial services	2,090	5.9	30.9	6,470
SPECIALIZED LABOURERS	49,750	139.8	68.2	212,150
Specialized labourers in construction and building maintenance	11,850	33.3	65.7	49,090
Building finisher artisans and specialized labourers	8,940	25.1	71.3	37,400
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar profession	4,570	12.9	73.9	21,910
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobi	7,820	22.0	69.6	32,680
Electrical and electronic equipment installation and maintenance artisans and specialized	3,950	11.1	64.4	16,150
Artisans and specialized workers in food processing	2,720	7.7	54.4	10,670
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	37,700	106.0	48.8	154,870
Automatic and semi-automatic machinery workers for metal processing and for mineral p	2,370	6.7	63.0	11,910
Workers assigned to assembly of industrial products	2,540	7.1	50.7	13,350
Workers assigned to industrial product packaging machines	2,590	7.3	18.8	11,840
Conductors of railway trains and operators of vehicles on rails and cableways	2,160	6.1	26.5	3,090
Drivers of motor and animal-drawn vehicles	17,090	48.1	55.7	64,420
Operators of earthmoving, lifting and material handling machinery	2,680	7.5	45.0	11,720
UNSKILLED PROFESSIONS	57,470	161.6	36.5	202,720
Unskilled staff assigned to moving a delivery of goods	20,990	59.0	35.4	77,210
Unskilled cleaning service staff	30,250	85.0	39.6	99,770
Unskilled staff assigned to custodial services for buildings, equipment and goods	2,610	7.3	13.2	8,240

* 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.

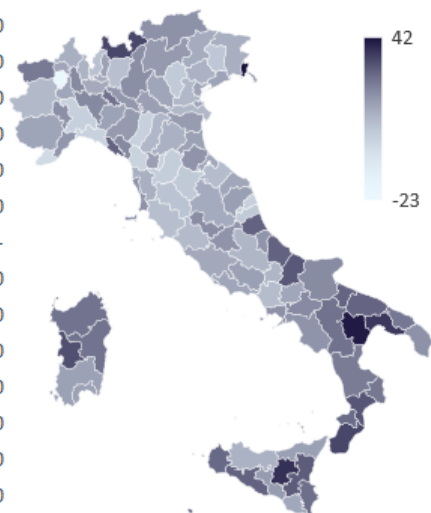
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

For more information:
348.9025607-331.6098963



INFLOW IN THE TERRITORIES IN THE MONTH OF DECEMBER 2024 AND IN THE QUARTER DECEMBER 2024 - FEBRUARY 2025

	December 2024		december 2024 - february 2025	Change (a.v.)		% change inflow forecast december 2024/2023
	Inflow forecast	% diff. recruiting	Inflow forecast	december 2024/2023	dec24 - feb25/dec23 - feb24	
PIEMONTE	23,710	50.0	89,960	-1,190	-2,820	
VALLE D'AOSTA	4,350	58.2	6,590	+470	+480	
LOMBARDIA	69,560	48.2	275,460	+110	-10,110	
LIGURIA	8,260	53.7	30,860	-580	-310	
TRENTINO ALTO ADIGE	24,840	57.1	46,060	+1,000	+1,730	
VENETO	28,410	53.4	118,320	-1,150	-2,040	
FRIULI VENEZIA GIULIA	6,230	58.0	25,080	+30	-390	
EMILIA ROMAGNA	24,970	50.8	111,740	-600	+400	
TOSCANA	20,250	51.3	79,820	-1,720	-3,790	
UMBRIA	3,970	54.7	14,800	--	--	
MARCHE	7,380	53.9	30,720	-330	-180	
LAZIO	38,280	40.2	135,260	-450	-3,400	
ABRUZZO	8,000	47.2	29,250	+600	+2,330	
MOLISE	1,460	44.3	4,790	+170	+470	
CAMPANIA	28,410	45.2	104,050	+830	+6,530	
PUGLIA	19,770	47.8	70,750	+2,540	+10,260	
BASILICATA	2,610	40.7	8,990	+500	+1,230	
CALABRIA	6,830	43.9	23,200	+1,040	+2,460	
SICILIA	20,330	46.9	73,410	+1,570	+9,160	
SARDEGNA	8,140	44.0	29,190	+600	+3,260	
NORTH WEST	105,870	49.4	402,860	-1,200	-12,760	
NORTH EAST	84,450	54.0	301,200	-720	-310	
CENTRAL	69,880	45.7	260,600	-2,510	-7,370	
SOUTH AND ISLANDS	95,550	46.0	343,630	+7,830	+35,680	
ITALY	355,750	48.9	1,308,290	+3,410	+15,240	



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