



Press release

Labour: 528 thousand hires planned by companies in May (+7% compared to 12 months ago)

Positive forecasts in the tourism (+20.4%) and agri-food (+23.1%) sectors. The South and Islands are leading the way with 161 thousand expected entries (+14.4%)

Rome, 14 May 2025 – There were 528 thousand workers sought by companies in May and almost 1.7 million for the May-July quarter, with an increase in labor demand of approximately 35 thousand units compared to May 2024 (+7.0%) and of over 70 thousand units on the corresponding quarter (+4.4%). At the sector level, industry overall showed a decline in revenue of approximately 2%, while in services there was a growth of 10.4% mainly due to labor demand from tourism companies. The South and Islands are the most dynamic territorial area with 161 thousand expected contracts. This scenario is outlined in *the Excelsior Information System Bulletin*, which processes employment forecasts for May, created by **Unioncamere** and the **Ministry of Labour and Social Policies**, with the support of the National Program for Youth, Women, and Employment co-financed by the European Union¹.

Industry plans 134 thousand entries in the month of May and over 412 thousand in the May-July quarter. In May, the manufacturing sector is looking for around 84 thousand workers (-2.2% compared to May 2024) which rises to 263 thousand in the quarter (+0.3% compared to last year). The sectors offering the greatest job opportunities are mechatronics (19 thousand contracts to be activated in the month and 58 thousand in the quarter), metallurgy (15 thousand in the month and around 46 thousand in the quarter), agri-food (14 thousand in the month and around 55 thousand in the quarter). Uncertain forecasts in the construction sector which plans around 51 thousand entries for the month (-1.5%) and almost 150 thousand in the May-July quarter (+1.2%). The service sector offers 394 thousand job opportunities in May and 1.2 million by July. The tourism sector companies express the highest demand with over 147 thousand workers sought in May and 446 thousand in the May-July quarter, followed by trade (71 thousand in the month and 229 thousand in the quarter) and personal services (58 thousand and 200 thousand).

In the month, 248 thousand profiles are difficult to find, equal to 47.0% of the professional figures to be included in the company, mainly due to the lack of candidates to fill the open job positions. Among the profiles that are most difficult to find, the Borsino delle Professioni reports for intellectual professions engineers (62.8%) and specialists in management, commercial and banking sciences (45.3%). Among technicians, high levels of mismatch are recorded for technicians in the engineering field (69.9%), production process management technicians (66.6%) and health technicians (66.5%). Among the qualified figures in commercial activities and services, 69.3% of aesthetic care operators are difficult to find, followed by qualified professions in health and social services (56.0%). For specialized workers, the Borsino reports artisanal mechanics, assemblers, repairers and maintenance workers (72.6%), construction finishing workers (72.4%) and foundries, welders, tinsmiths, boilermakers, metal carpentry assemblers (70.8%), as professional figures that are difficult to find.

¹ Forecasts for the month of March are based on a sample of approximately 107 thousand companies. The interviews were conducted using the CAWI methodology in the period 18 March – 12 April 2025.

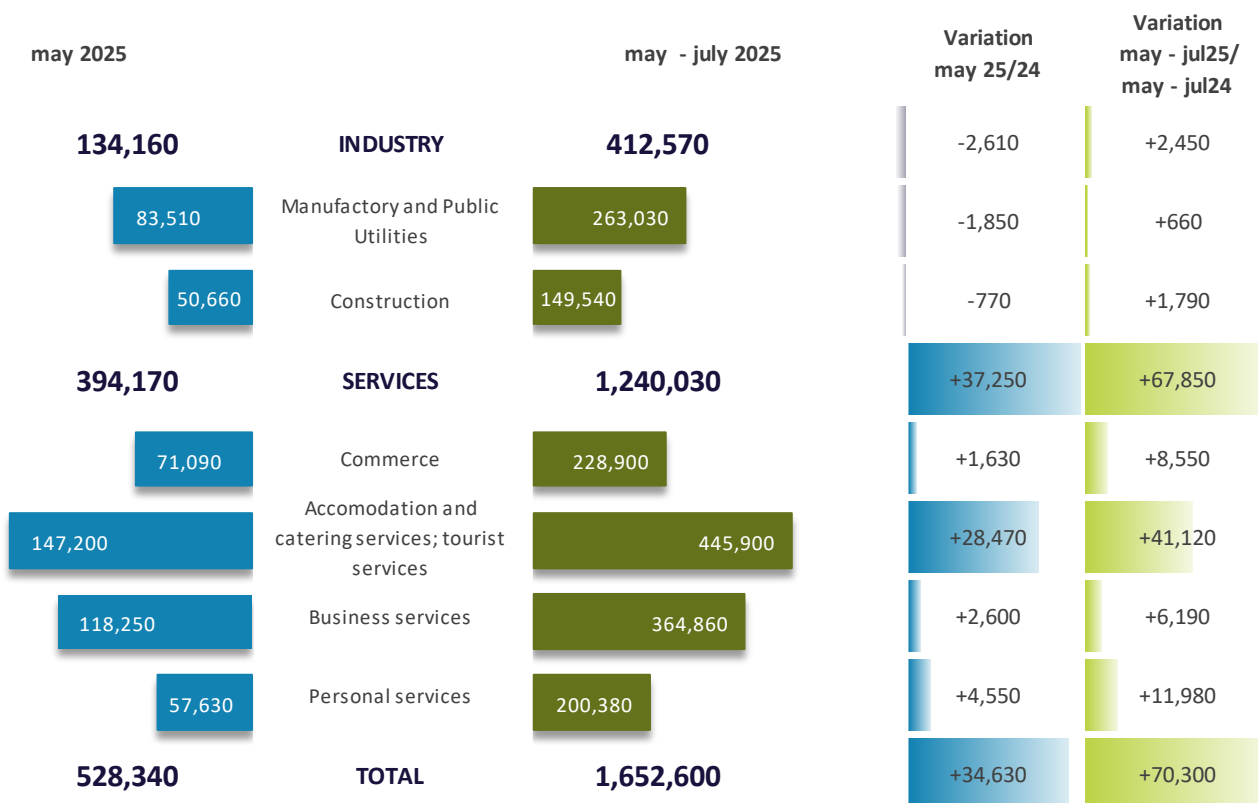
Also in May, fixed-term contracts were the most frequently proposed contractual form (327 thousand contracts equal to 61.8% of the planned revenues), followed by permanent contracts (89 thousand equal to 16.8%).

The share of hires that companies plan to fill by using immigrants stands at 18.4% of the total revenues. Companies in operational services supporting businesses and people (32.5%), transport, logistics and warehousing services (26.7%), the food supply chain (22.6%), metallurgy and metal products (21.6%) and construction (20.4%) declare that they will use foreign labor the most.

The companies that are having the greatest difficulty in finding candidates are those in the North-East regions (49.4% of the figures sought are difficult to find), followed by those in the North-West and Centre (47.7% for both territorial macro-areas) and the South and Islands (44.0%).

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

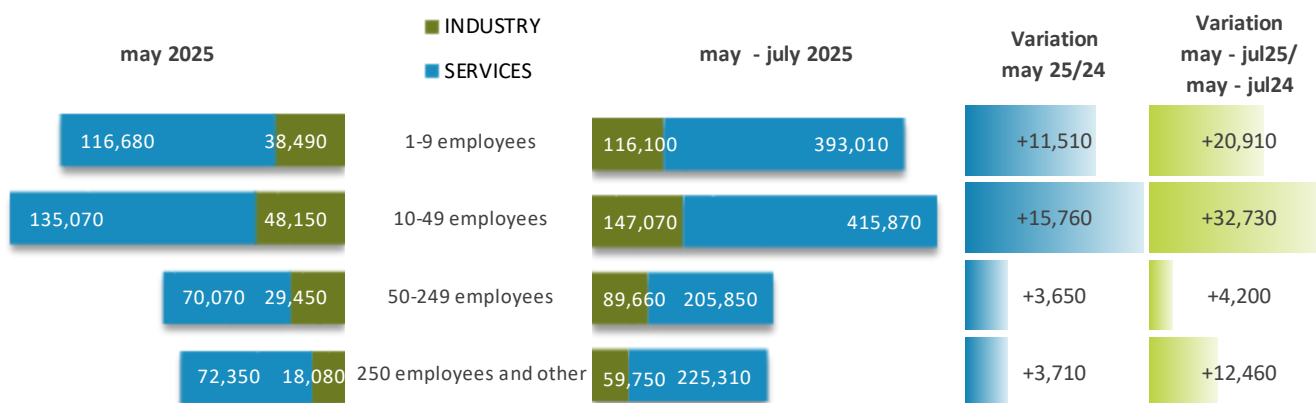
INFLOW BY SECTOR (a.v.%;)



Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

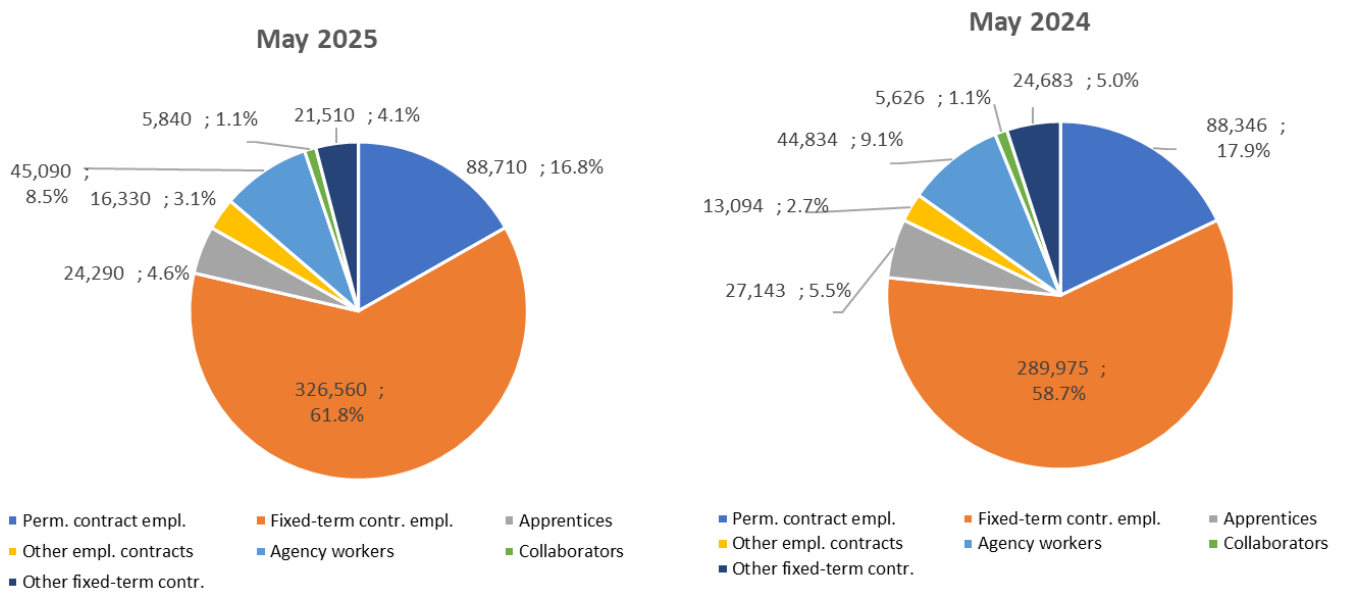
INFLOW OF WORKERS EXPECTED BY COMPANIES BY SIZE CLASS (a.v.)

INFLOW BY SIZE CLASS (a.v.)



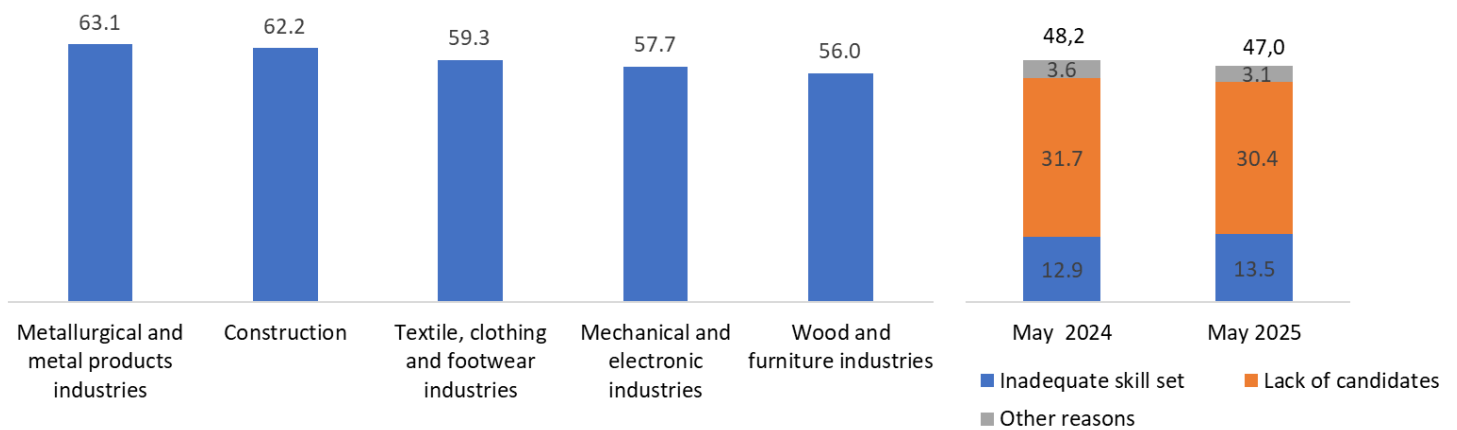
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

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



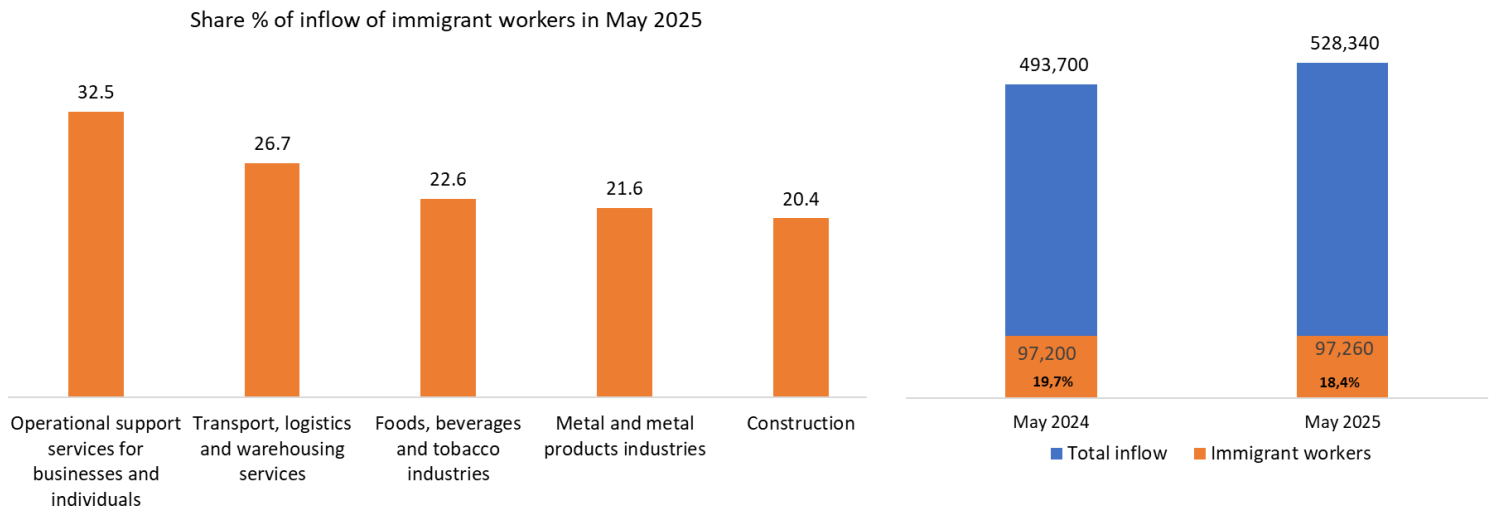
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

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



Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

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



Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

THE PROFESSIONS MOST IN DEMAND IN THE MONTH MAY 2025 *

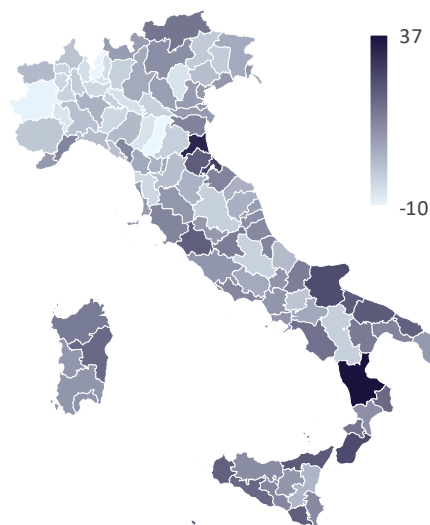
according to the classification of professions - ISTAT 2021 (3 digit)

	INFLOW EXPECTED MAY 2025	Distribu tion x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED may -july 2025
ENTRATE	528,340	1,000	47.0	1,652,600
MANAGERS	800	1.5	67.3	2,400
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALIZED PROFESSIONS	23,530	44.5	50.9	70,590
Engineers	4,610	8.7	62.8	14,320
Specialists in management, commercial and banking sciences	5,090	9.6	45.3	14,230
TECHNICAL PROFESSIONS	52,480	99.3	55.7	163,280
IT, telematics and telecommunications technicians	5,960	11.3	58.9	18,910
Engineering technicians	5,540	10.5	69.9	17,170
Technicians for the management of production processes for goods and service	4,730	8.9	66.6	14,160
Health technicians	8,260	15.6	66.5	26,530
Technicians for the organization and administration of production activities	3,690	7.0	46.3	11,070
Technicians for relations with the markets	11,590	21.9	49.6	34,620
EMPLOYEES	41,050	77.7	35.0	121,900
Secretarial and general affairs workers	15,000	28.4	34.7	48,420
Customer reception and information workers	16,240	30.7	35.4	41,450
Logistics administrative management workers	3,420	6.5	31.4	11,100
Economic, accounting and financial management workers	2,870	5.4	34.3	8,610
QUALIFIED PROFESSIONS IN COMMERCIAL ACTIVITIES AND SERVICES	179,650	340.0	44.2	592,190
Sales workers	43,490	82.3	27.2	148,420
Restaurants and workers in catering activities	112,470	212.9	49.5	356,750
Qualified professions in health and social services	6,180	11.7	56.0	22,350
Beauty care operators	5,260	10.0	69.3	15,510
Qualified professions in personal services	4,750	9.0	42.7	16,750
Qualified professions in security, surveillance and custody	5,500	10.4	33.7	24,810
SKILLED WORKERS	80,070	151.5	64.6	242,450
Skilled workers in the construction and maintenance of building structures	19,330	36.6	58.8	55,530
Skilled workers in the finishing of buildings	14,570	27.6	72.4	45,260
Founders, welders, tinsmiths, boilermakers, metal carpentry assemblers	6,570	12.4	70.8	20,250
Blacksmiths, tool makers	2,870	5.4	63.2	9,650
Artisan mechanics, assemblers, repairers, maintenance workers for fixed/mobi	11,800	22.3	72.6	35,060
Skilled workers for the installation/maintenance of electrical/electronic equip	6,410	12.1	66.1	19,320
Skilled workers in food processing	5,120	9.7	53.8	14,840
Skilled workers in the textile and clothing industry	3,120	5.9	59.9	9,200
PLANT OPERATORS, FIXED AND MOBILE MACHINERY WORKERS, VEHICLE DRIVERS	55,500	105.0	51.5	172,230
Automatic and semi-automatic machine operators for metalworking and prod. r	3,220	6.1	68.4	9,940
Workers in the assembly of industrial products	3,650	6.9	41.5	10,640
Workers in the packaging of industrial products	3,770	7.1	21.8	14,050
Workers in the stationary machinery for the food industry	2,740	5.2	27.6	13,490
Drivers of motor and animal-drawn vehicles	27,040	51.2	54.6	74,730
Drivers of earth-moving, lifting and material handling machines	4,130	7.8	67.2	14,750
UNQUALIFIED PROFESSIONS	95,270	180.3	34.0	287,570
Unqualified personnel in the movement and delivery of goods	27,460	52.0	34.5	84,940
Unqualified personnel in cleaning services	54,510	103.2	34.5	159,960
Unqualified personnel in the custody of buildings, equipment and goods	3,560	6.7	13.9	13,710
Unqualified personnel in construction	2,540	4.8	39.2	7,030
Unqualified personnel in manufacturing	3,550	6.7	34.3	9,390

Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

THE INFLOW IN THE TERRITORIES IN THE MONTH OF MAY 2025 AND IN THE PERIOD MAY - JULY 2025

	May 2025		may - july 2025	Variation (a.v.)		Variation % forecast inflow may 2025/2024
	INFLOW FORECAST	% diff. recruiting	INFLOW FORECAST	may 2025/2024	may - jul25/ may - jul24	
PIEMONTE	28,490	49.0	88,000	-1,520	-4,190	
VALLE D'AOSTA	1,210	52.5	6,810	+30	+100	
LOMBARDIA	89,870	47.4	270,910	-1,980	-7,590	
LIGURIA	14,010	47.1	44,690	+700	+770	
TRENTINO ALTO ADIC	15,120	53.4	59,730	+1,950	+5,510	
VENETO	51,520	49.0	147,270	+2,850	+4,670	
FRIULI VENEZIA GIUL	11,140	52.3	33,030	+570	+650	
EMILIA ROMAGNA	48,710	48.0	152,410	+3,820	+8,280	
TOSCANA	37,190	50.9	109,450	+1,950	+1,730	
UMBRIA	5,420	54.5	17,340	+40	+470	
MARCHE	13,820	49.3	46,310	+1,080	+1,820	
LAZIO	50,810	44.2	160,320	+4,880	+14,420	
ABRUZZO	11,730	47.3	40,350	+840	+1,030	
MOLISE	1,790	48.6	6,320	+220	+310	
CAMPANIA	41,810	43.0	130,410	+4,370	+7,970	
PUGLIA	33,240	38.8	111,670	+5,180	+13,010	
BASILICATA	3,320	47.3	11,330	+150	+440	
CALABRIA	12,730	47.1	45,930	+2,520	+5,620	
SICILIA	32,580	42.6	101,670	+4,050	+11,390	
SARDEGNA	23,830	50.7	68,640	+2,950	+3,880	
NORD OVEST	133,570	47.7	410,410	-2,770	-10,900	
NORD EST	126,490	49.4	392,440	+9,190	+19,110	
CENTRO	107,240	47.7	333,420	+7,950	+18,450	
SUD E ISOLE	161,040	44.0	516,330	+20,270	+43,650	
ITALIA	528,340	47.0	1,652,600	+34,630	+70,300	



Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025