



Press release

Labour: 489 thousand hirings expected by companies in October (+3.7%)

The forecasts for services are positive (+8.0%), more uncertain for manufacturing (-2.6%) and construction (-10.6%). 49.3% of workers are difficult to find; one contract in three is aimed at young people under 29

Rome, 16 October 2024 – 489 thousand job opportunities planned by companies in October, with a fixed-term contract lasting more than one month or an indefinite period, 17 thousand more than those planned a year ago (+3.7%). Positive forecasts also for the October-December quarter with around 1.3 million scheduled hires, up compared to the same period in 2023 (+54 thousand; +4.5%). The difficulty in recruiting reported by companies remains high, involving 49.3% of planned hires, substantially in line with 12 months ago. This scenario is outlined by the *Excelsior Information System Bulletin*, created by **Unioncamere** in collaboration with **Ministry of Labour and Social Policies** ¹.

“The difficulty in recruiting remains constant at a high level for companies - stress the President of Unioncamere, Andrea Prete - which in one case out of two take too long to find the professionals they need. We must set up the training system in order to solve the problem at least in the medium term considering that the birth rate decline is a well-known fact in our country, and it will be difficult to reverse the trend. A far-sighted policy in the management of migratory flows will also have to take these problems into account”.

At a sector level, the industry as a whole plans 141 thousand hirings in the month (-8 thousand entries compared to a year ago; -5.6%) and 349 thousand hirings in the October-December quarter (-16 thousand entries; -4.4%). In October, manufacturing companies are looking for around 91 thousand workers (-2.7% compared to the same period in 2023) which rises to 225 thousand for the entire October-December quarter (-8 thousand income; -3.4%). Construction companies plan over 50 thousand hires for October (-10.6% on the year) and 124 thousand for the quarter (-6.2%). The hiring forecasts for service companies are positive with growth compared to a year ago of 8% in the same month of 2023 (+26 thousand contracts) and 8.4% in the October-November 2023 quarter (+70 thousand contracts). Tourism offers the greatest job opportunities with 90 thousand requests in the month and 245 thousand in the quarter and trade with 79 thousand workers in the month and 207 thousand in the quarter. This is followed by services for people looking for over 62 thousand workers in the month and 152 thousand in the quarter.

In October there was a decline in the demand for work for micro-enterprises (-1.3 thousand entries, -0.9%), the forecasts for those with more than 10 employees were positive (+19 thousand, +5.9%). In the October-December quarter, growth expectations concern all size ranges. Fixed-term contracts are confirmed as the most proposed contractual form with 276 thousand units, equal to 56.4% of the total, followed by permanent contracts (94 thousand).

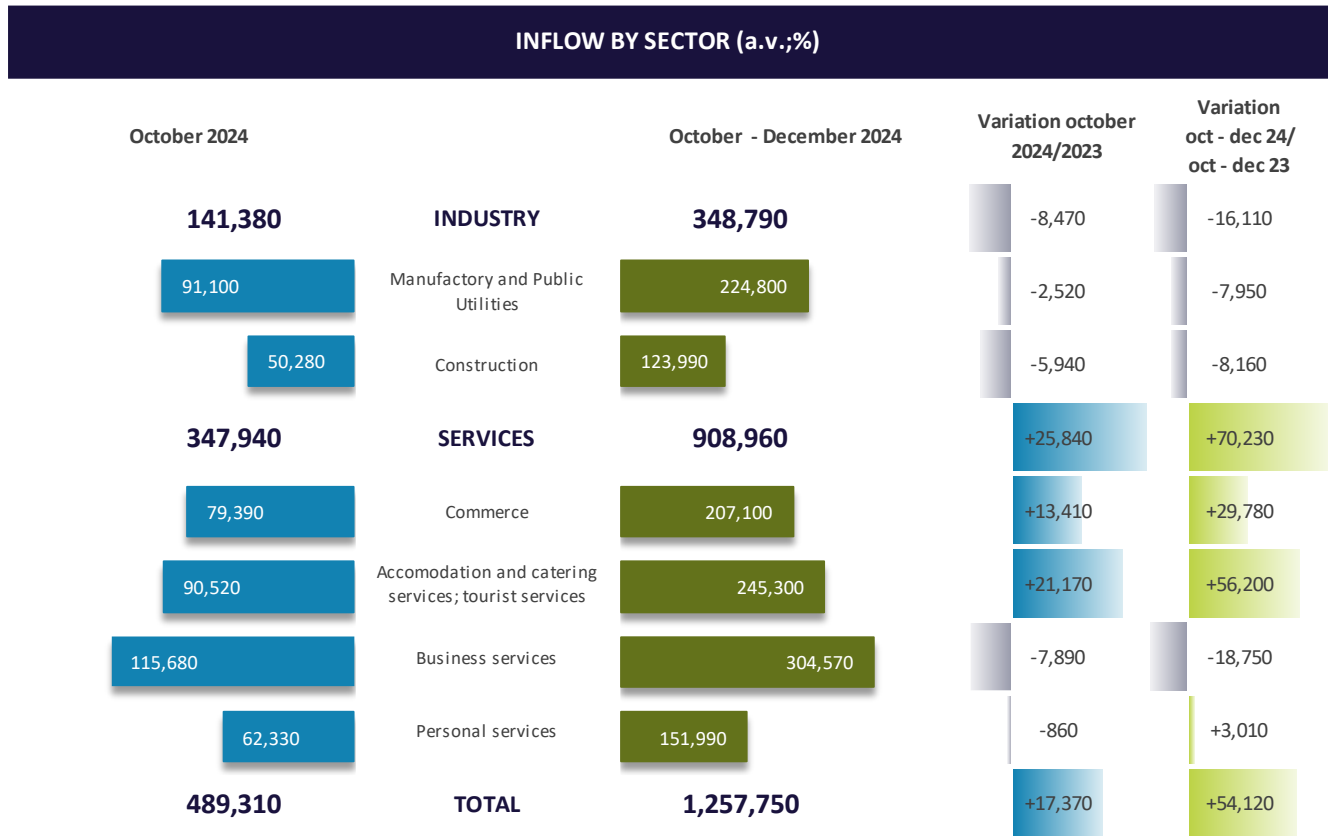
¹ The forecasts for the month of October are based on interviews carried out on a sample of approximately 123,500 companies. The interviews were acquired in the period 2 September 2024 - 17 September 2024.

The difficulty in recruiting, which overall concerns 49.3% of personnel searches, reaches peaks of 66.2% for specialized workers and 52.4% for technical professions. The Excelsior Professions Register highlights among the most difficult figures to find among specialized workers: foundries, welders, tinsmiths, boilermakers, metal carpentry assemblers (79.0% are difficult to find) and blacksmiths, toolmakers (76.8 %); for technical professions, engineering technicians (65.5%) and healthcare technicians (59.5%) are particularly difficult to find.

The companies plan to hire 96 thousand immigrant staff in the month of October, equal to 19.6% of the total contracts. Among the sectors that make greatest use of foreign labor are: operational support services for businesses and people (30.2% of the expected entries will be covered by immigrant personnel), transport, logistics and warehousing services (28.5%), accommodation and catering services (23.2% %), metallurgy (21.6%) and construction (21.5%).

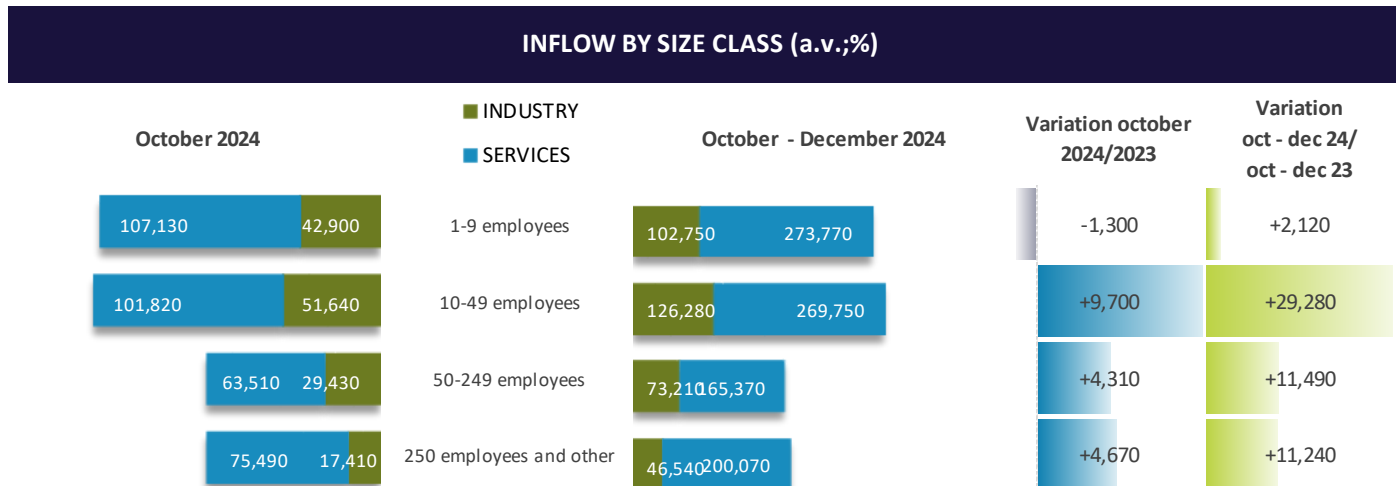
32% of the hirings planned by companies in October are aimed at young people "under 30" for a total of approximately 157 thousand positions reserved for them. The greatest employment opportunities for young people are offered by financial and insurance services (48.6% of planned hires will be covered by young people), IT and telecommunications services (45.9%), trade (40.5%), accommodation and catering services (40.2%) and the chemical-pharmaceutical, plastic and rubber industries (39.4%). At a territorial level, the demand for labor from companies in the South and Islands is growing (+25 thousand in the month and +69 thousand in the quarter). The demand for labor from companies in the Center is almost stable (-410 hirings in the month and +1.9 thousand in the quarter), while there is a decline for companies in the North west (-4 thousand in the month and -6 thousand in the quarter) and in the North est (-3 thousand in the month and -11 thousand in the quarter).

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



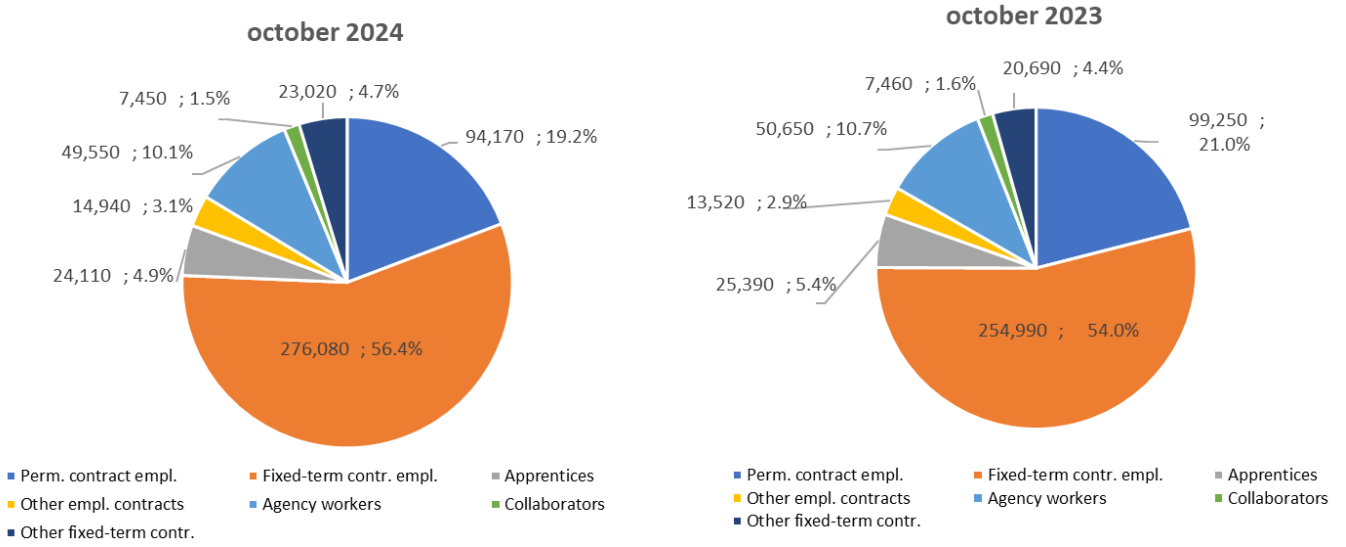
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



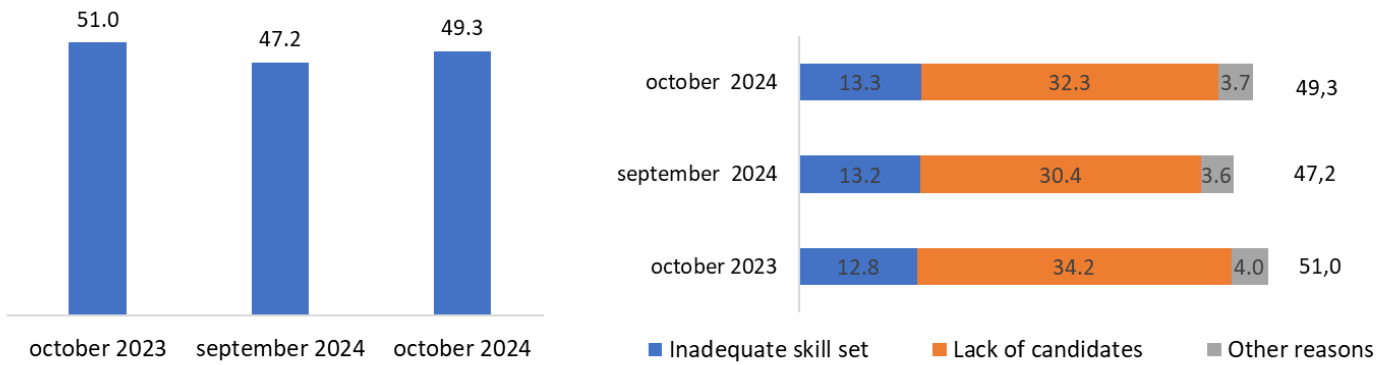
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



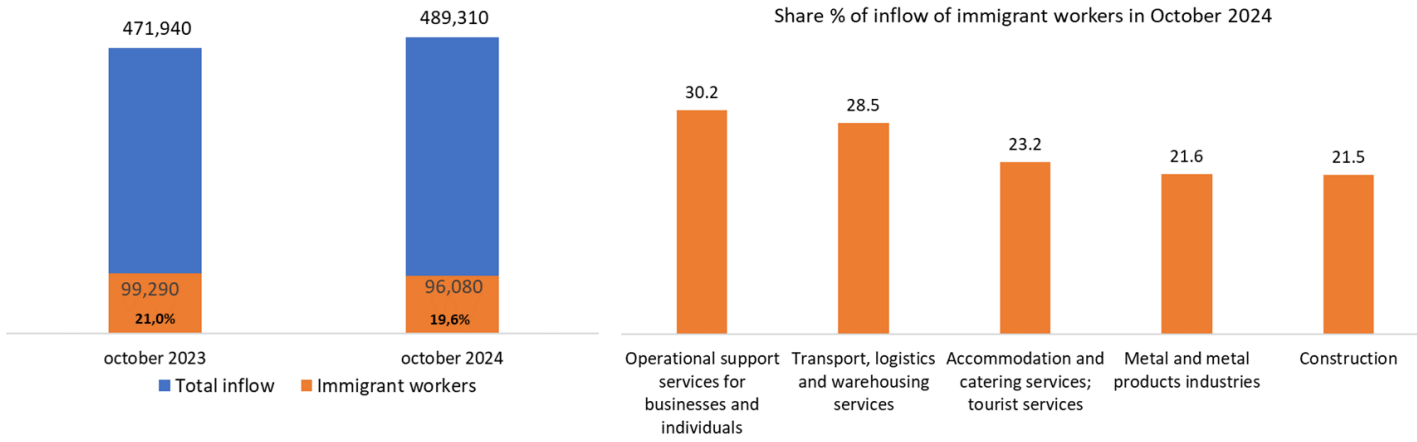
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

DIFFICULTY IN RECRUITING AND REASONS (%)



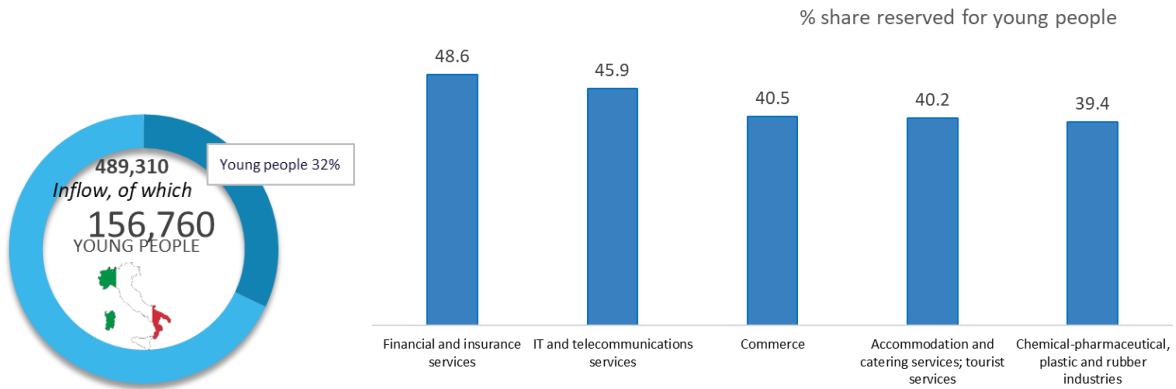
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



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

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



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

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

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

	INFLOW EXPECTED OCTOBER 2024	Distribu tion x 1000	Difficulty in recruiting (%)	NFLOW EXPECTED october - december 2024
INFLOW	489,310	1,000	49.3	1,257,750
MANAGERS	840	1.7	50.5	2,230
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALIZED PROFESSIONS	28,940	59.1	48.5	71,960
Engineers	4,210	8.6	66.3	11,530
Specialists in management, commercial and banking sciences	5,180	10.6	47.7	13,060
Primary and pre-primary school teachers	2,890	5.9	49.6	7,630
Other education and training specialists	3,780	7.7	40.2	6,190
Analysis and application design specialists	2,260	4.6	54.2	6,470
TECHNICAL PROFESSIONS	60,120	122.9	52.4	151,840
IT, telematics and telecommunications technicians	5,640	11.5	55.8	15,360
Engineering technicians	6,040	12.3	65.5	15,940
Goods and services production processes management technicians	4,690	9.6	57.3	12,760
Health technicians	11,680	23.9	59.5	28,000
Technicians of the organisation and administration of production activities	5,500	11.2	51.1	13,830
Market relations technicians	12,230	25.0	47.9	31,390
Commercial distribution technicians	2,590	5.3	55.3	6,410
Teachers in professional training, instructors, coaches, athletes	3,770	7.7	37.6	7,080
OFFICE WORKERS	40,340	82.4	33.1	105,700
Secretarial and general affairs office staff	17,540	35.8	33.6	45,120
Counter and money movement workers	3,040	6.2	23.7	8,580
Customer reception and information office staff	10,010	20.5	33.9	26,860
Logistics administrative management office staff	4,500	9.2	35.4	11,330
Economic, accounting and financial management office staff	3,200	6.5	37.0	8,660
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	145,340	297.0	49.1	387,060
Sales people	48,020	98.1	34.7	131,100
Catering business operators	74,080	151.4	57.7	194,340
Qualified professions in health and social services	7,770	15.9	54.6	20,420
Beauty treatment professionals	6,680	13.7	63.4	15,990
Skilled professions in personal services	4,820	9.8	34.7	12,400
Qualified professions in security, surveillance and custodial services	2,280	4.6	31.8	7,390
SPECIALIZED LABOURERS	81,820	167.2	66.2	201,040
Specialized labourers in construction and building maintenance	20,200	41.3	58.4	49,810
Building finisher artisans and specialized labourers	14,870	30.4	66.3	37,120
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	8,110	16.6	79.0	19,370
Blacksmith ironworkers, tool makers and similar professions	3,810	7.8	76.8	8,880
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	11,390	23.3	69.5	27,520
Electrical and electronic equipment installation and maintenance artisans and specialized labourers	5,850	12.0	72.8	15,250
Farmers and specialized agricultural workers	2,160	4.4	45.7	5,100
Artisans and specialized workers in food processing	4,240	8.7	62.7	11,210
Toolmakers, workers and wood treatment craftsmen	2,120	4.3	71.8	4,900
Artisans and specialized workers in textile and clothing	2,660	5.4	70.2	6,390
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	54,890	112.2	49.6	135,210
Automatic and semi-automatic machinery workers for metal processing and for mineral products	3,420	7.0	66.6	8,340
Machinery operators manufacturing rubber and plastic materials	2,080	4.2	49.9	5,000
Workers assigned to machinery in the textile and packaging industry	3,070	6.3	75.1	7,230
Workers assigned to assembly of industrial products	4,310	8.8	44.3	9,880
Workers assigned to industrial product packaging machines	4,760	9.7	23.4	11,330
Workers assigned to fixed machinery in agriculture and primary processing of agricultural products	2,080	4.3	40.8	3,400
Workers assigned to fixed machinery for the food industry	2,900	5.9	25.7	7,250
Drivers of motor and animal-drawn vehicles	21,780	44.5	53.4	55,740
Operators of earthmoving, lifting and material handling machinery	4,410	9.0	61.2	10,800
UNSKILLED PROFESSIONS	77,040	157.4	37.9	202,710
Unskilled staff assigned to moving and delivery of goods	33,090	67.6	34.0	80,620
Unskilled cleaning service staff	35,810	73.2	42.4	97,680
Unskilled staff assigned to manufacturing	2,080	4.2	36.5	6,520

* 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.

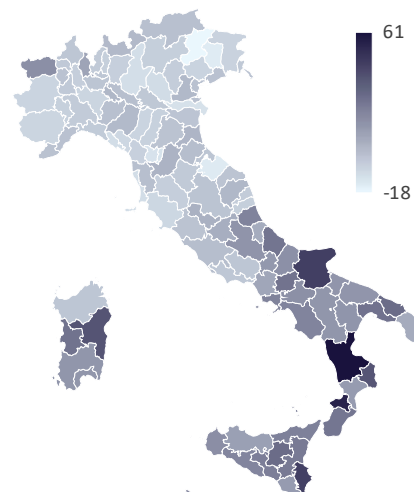
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

For more information:
348.9025607-331.6098963



THE INFLOW IN THE TERRITORIES IN THE MONTH OF OCTOBER 2024 AND IN THE PERIOD OCTOBER - DECEMBER 2024

	October 2024		October - December 2024	Variation (v.a.)		Variation % forecasted inflow october 2024/2023
	INFLOW FORECAST	% diff. recruiting	INFLOW FORECAST	october 2024/2023	oct - dec 24/ oct - dec 23	
PIEMONTE	31,820	51.7	82,560	-1,720	-2,220	
VALLE D'AOSTA	1,170	55.7	7,330	+180	+1,360	
LOMBARDIA	99,180	49.1	252,950	-1,930	-3,060	
LIGURIA	10,700	56.2	27,300	-330	-1,840	
TRENTINO ALTO ADIGE	9,300	60.8	46,530	-150	+3,860	
VENETO	43,740	54.9	109,260	-1,880	-6,690	
FRIULI VENEZIA GIULIA	9,490	58.0	23,560	-640	-1,940	
EMILIA ROMAGNA	42,850	51.8	101,740	-390	-6,440	
TOSCANA	29,340	53.2	73,770	-630	-1,430	
UMBRIA	5,700	53.7	14,050	+60	-410	
MARCHE	11,580	54.6	28,480	-470	-1,730	
LAZIO	50,970	44.1	132,660	+640	+5,480	
ABRUZZO	10,270	53.1	26,950	+1,610	+4,530	
MOLISE	1,820	48.5	4,760	+260	+970	
CAMPANIA	44,300	45.8	108,590	+7,330	+20,500	
PUGLIA	29,370	42.4	73,230	+4,960	+14,230	
BASILICATA	3,490	48.6	9,150	+470	+2,140	
CALABRIA	11,620	46.0	27,440	+3,270	+7,210	
SICILIA	31,680	42.7	77,980	+5,550	+14,250	
SARDEGNA	10,930	45.6	29,480	+1,180	+5,370	
NORTH WEST	142,870	50.2	370,130	-3,800	-5,770	
NORTH EAST	105,380	54.4	281,090	-3,050	-11,220	
CENTRAL	97,600	48.7	248,960	-410	+1,910	
SOUTH AND ISLANDS	143,470	45.0	357,570	+24,630	+69,200	
ITALY	489,310	49.3	1,257,750	+17,370	+54,120	



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