



Press release

Labour: 404 thousand hires planned by companies in February

Positive expectations for services, increased uncertainty for industry

193 thousand hires hard to fill

Rome, 20 February 2025 – Approximately 404,000 hires are expected by companies for the month of February, and nearly 1.4 million for the February-April quarter; -4,000 compared to February 2024 (-1.0%) and +81,000 for the quarter (+6.1%). Service businesses are growing (+0.5% in the month), while manufacturing and construction are slowing down (-4.2% and -3.7% respectively compared to 12 months ago). The difficulty in finding candidates remains high, with 47.9% of planned hires in February being affected. This scenario is outlined in *the Excelsior Information System Bulletin*, which processes employment forecasts for February¹, 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 Union.

Industry as a whole plans nearly 127,000 entries in the month and about 380,000 in the quarter, with a decrease compared to a year ago both in the month (-4.0% compared to last February) and in the quarter (-2.7%). In February, manufacturing is looking for nearly 79,000 workers (-4.2%) and about 238,000 in the quarter (-2.8% compared to last year), while the construction sector plans over 48,000 entries for the month (-3.7%) and about 141,000 in the quarter (-2.5%).

Services, on the other hand, are doing well, planning over 277,000 entries in the month (+0.5%) and over 1 million in the quarter (+9.9%). Commerce is creating the most job opportunities, with about 75,000 hires planned in the month (+24.6%) and over 257,000 in the quarter (+36.1%).

In February, 193,000 professional profiles are difficult to find, representing 47.9% of total planned hires, mainly due to a lack of candidates (30.0%), followed by inadequate preparation (14.7%). Construction companies (63.8% of profiles sought are difficult to find), metallurgy and metal product manufacturing companies (61.8%), textile, clothing and footwear industries (56.5%), wood and furniture industries (56.2%) and mechatronics companies (55.9%) are the most affected by the mismatch. According to the Borsino Excelsior, are difficult to find on the market: production process management technicians for goods and services (72.8%), specialized building finishing workers (72.0%), blacksmiths and toolmakers (71.3%), craft mechanics, assemblers, repairers, and maintainers of fixed and mobile machines (69.4%), and foundry workers, welders, tinsmiths, boilermakers, and metal carpentry assemblers (68.7%). Engineering technicians and health technicians are also difficult to find, with 63.3% and 62.7% of companies reporting difficulties, respectively.

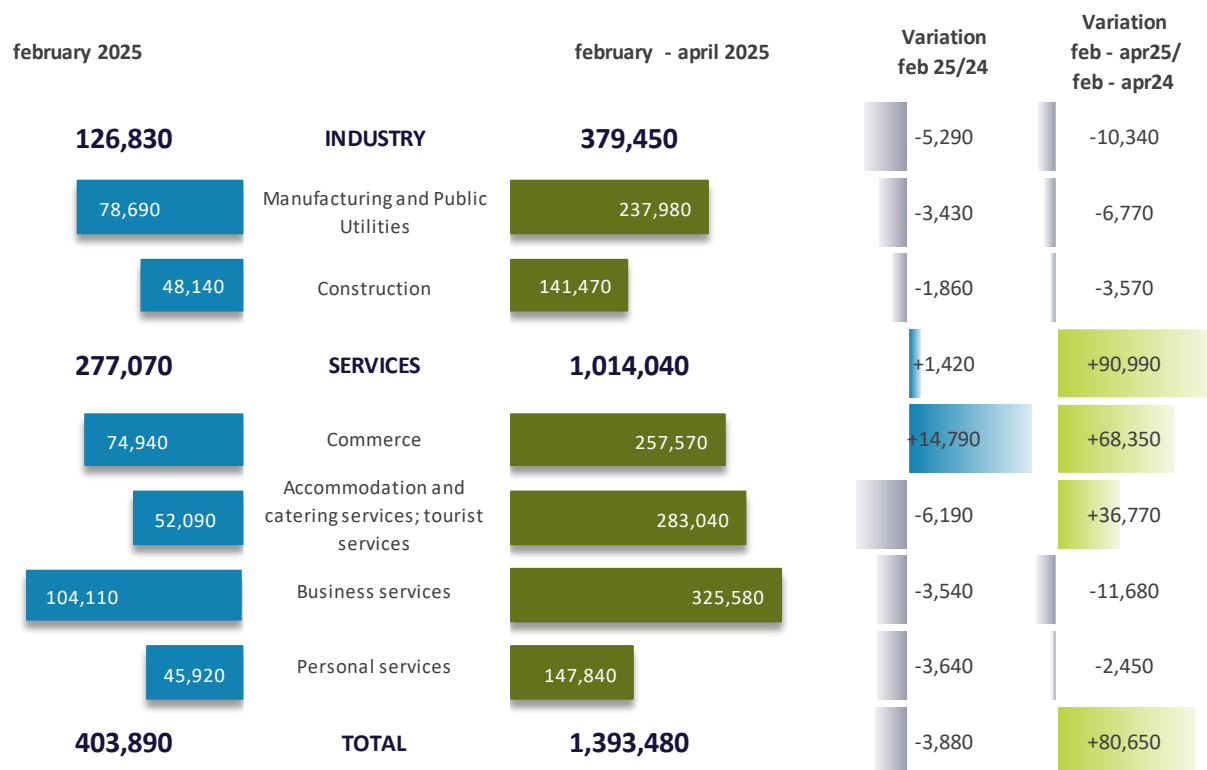
Approximately 79,000 immigrant workers are hired (19.5% of entries), mainly in operational support services for businesses and individuals (34.4%), transportation, logistics and warehousing (28.0%) and construction (26.7%).

Fixed-term contracts are offered to 215,000 units, representing 53.4% of the total, a slight increase compared to February 2024 when were 211,000 (51.9%). Permanent contracts also increased, with 86,000 units in the month representing 21.4%, compared to 82,000 in February 2024 (20.1%).

¹ Forecasts for the month of February are based on a sample of approximately 106 thousand companies. The interviews were conducted using the CAWI methodology in the period 8-22 January 2025.

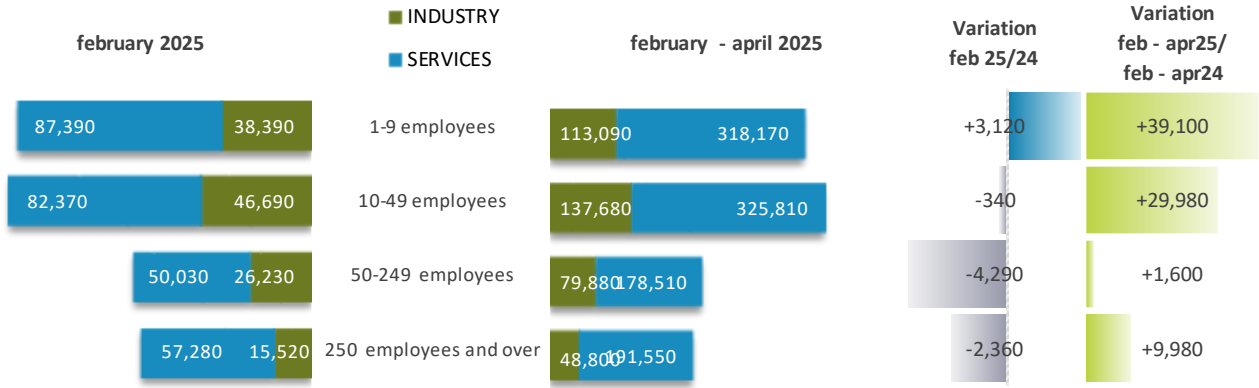
At the territorial level, 123,000 entries are expected by businesses in the South and Islands, followed by businesses in the North West (110,000), North East (92,000) and Center (78,000). In the North East, the difficulty of recruitment continues to affect more than one in two hires (52.5%).

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



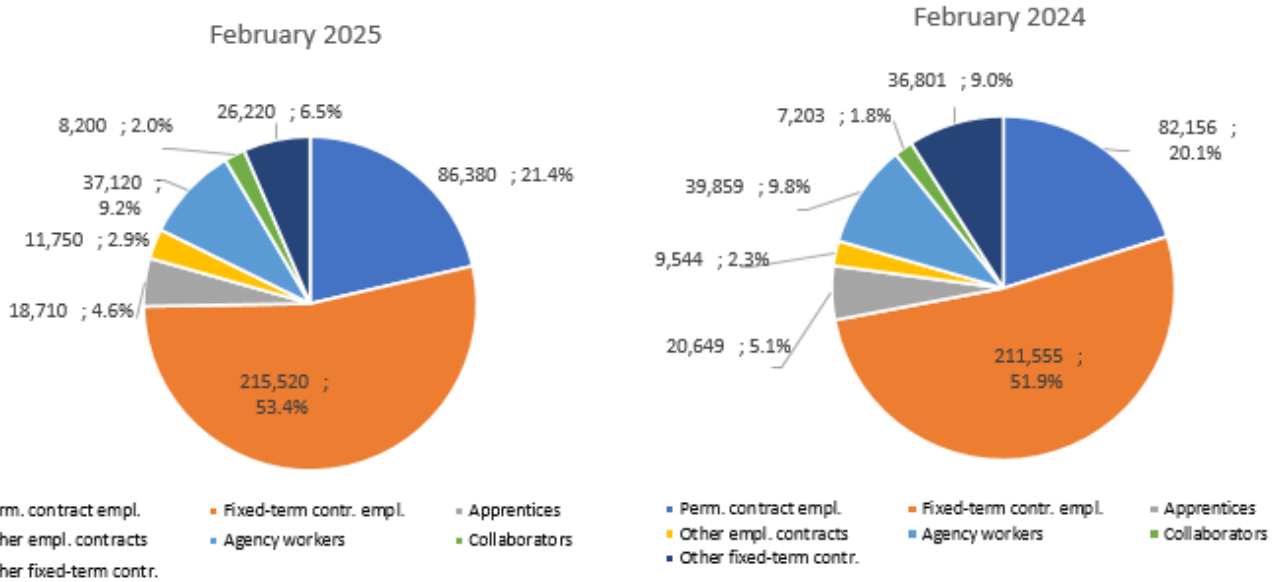
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

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



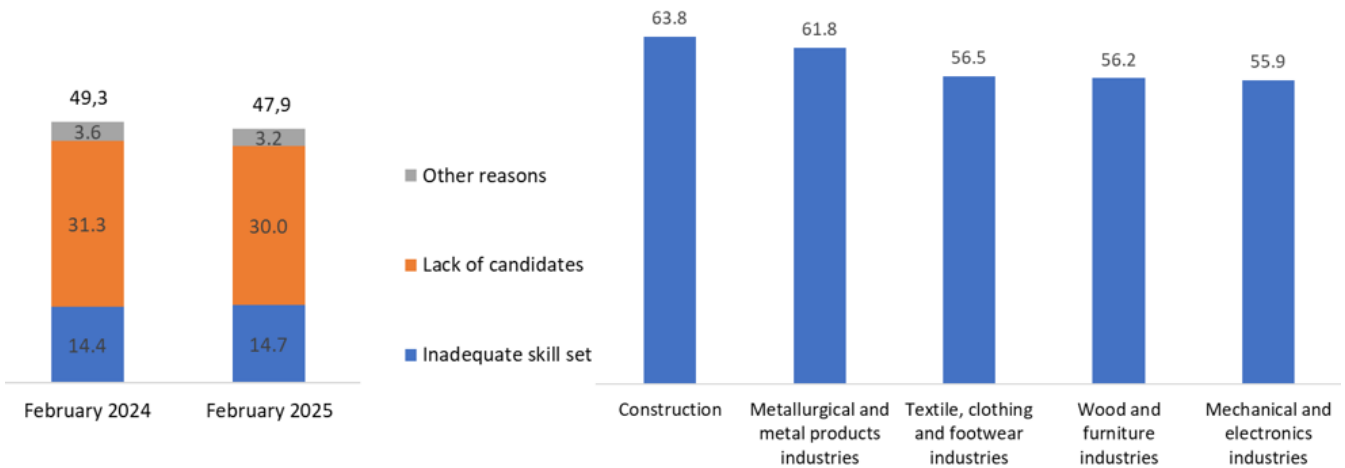
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

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



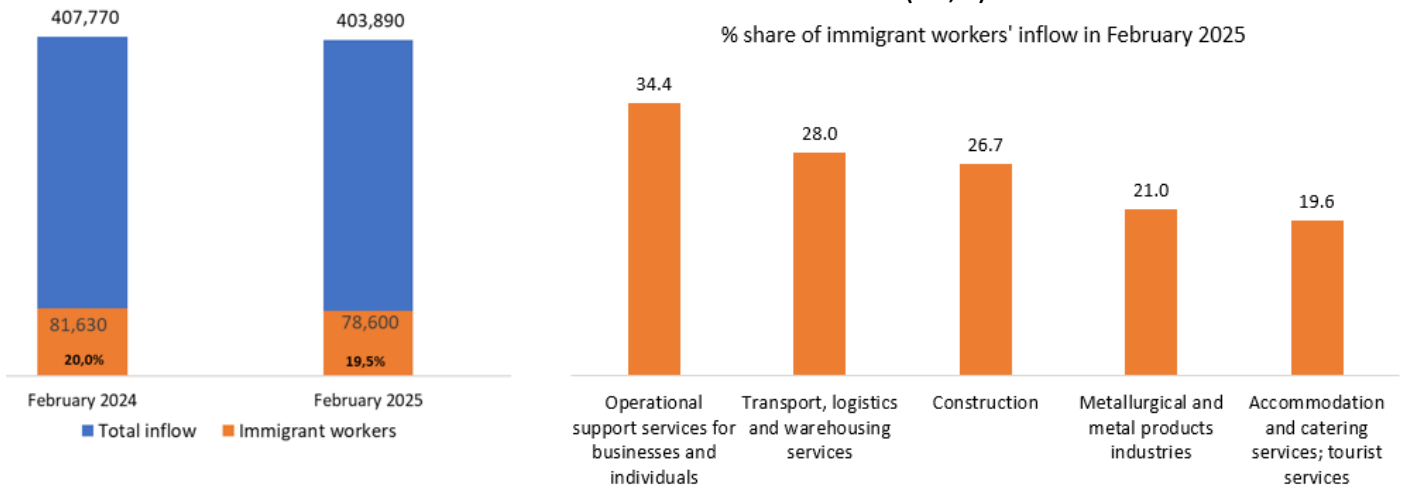
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

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



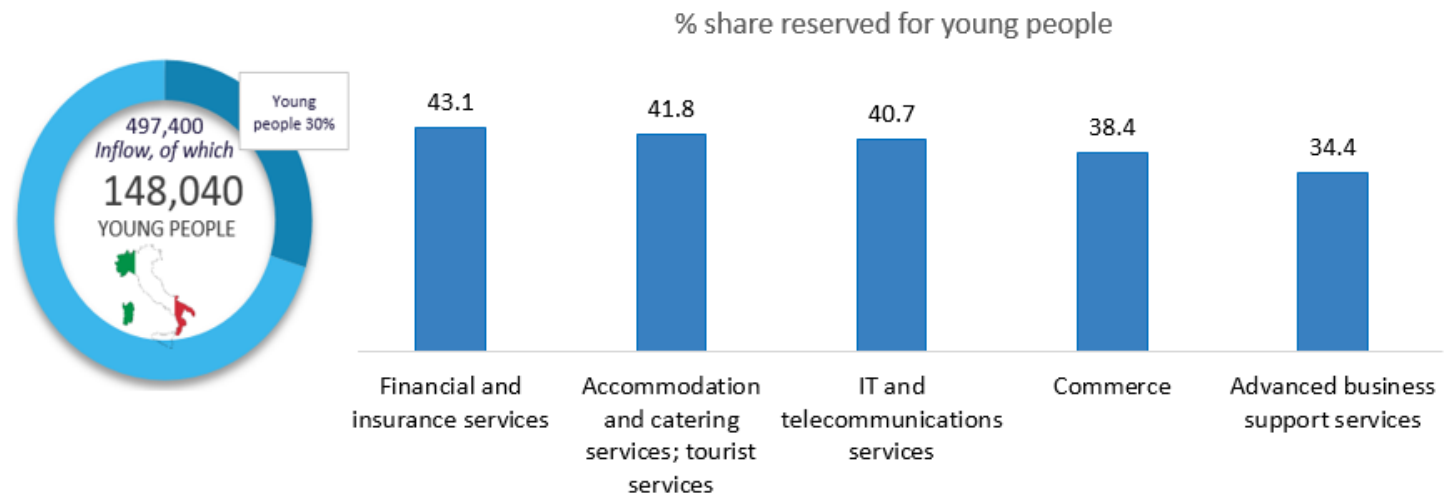
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

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



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

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



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

THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF FEBRUARY 2025 *

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

	INFLOW EXPECTED FEBRUARY 2025	Distribu tion x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED february - april 2025
INFLOW	403,890	1,000	47.9	1,393,480
MANAGERS	800	2.0	68.6	2,500
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALIZED PROFESSIONS	26,560	65.8	49.9	77,960
Engineers	5,250	13.0	54.9	15,340
Specialists in management, commercial and banking sciences	5,220	12.9	45.6	16,060
Analysis and application design specialists	2,200	5.5	56.2	6,800
TECHNICAL PROFESSIONS	52,640	130.3	54.1	164,700
IT, telematics and telecommunications technicians	6,000	14.9	53.6	18,590
Engineering technicians	4,540	11.2	63.3	14,470
Goods and services production processes management technicians	4,740	11.7	72.8	14,600
Optical and audio-video equipment technicians.	2,060	5.1	21.2	5,380
Health technicians	8,780	21.7	62.7	26,970
Technicians of the organisation and administration of production activities	4,350	10.8	43.5	13,820
Financial and insurance activities technicians	2,030	5.0	44.2	6,040
Market relations technicians	12,180	30.2	51.1	38,620
Commercial distribution technicians	2,750	6.8	62.0	8,490
OFFICE WORKERS	34,570	85.6	31.3	119,240
Secretarial and general affairs office staff	15,110	37.4	31.4	48,230
Customer reception and information office staff	8,410	20.8	30.8	37,570
Logistics administrative management office staff	4,880	12.1	32.3	13,650
Economic, accounting and financial management office staff	3,170	7.8	30.9	9,380
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	101,470	251.2	40.8	409,470
Sales people	43,610	108.0	31.2	150,110
Catering business operators	39,300	97.3	46.6	201,810
Qualified professions in health and social services	5,880	14.6	54.5	18,530
Beauty treatment professionals	4,900	12.1	60.1	13,620
Skilled professions in personal services	4,130	10.2	37.7	13,030
SPECIALIZED LABOURERS	79,230	196.2	66.1	235,590
Specialized labourers in construction and building maintenance	20,080	49.7	61.7	56,690
Building finisher artisans and specialized labourers	13,350	33.0	72.0	39,870
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar	7,700	19.1	68.7	23,270
Blacksmith ironworkers, tool makers and similar professions	4,080	10.1	71.3	11,070
Artisan mechanics, fitters, repairers and maintenance technicians for stationar	11,680	28.9	69.4	37,160
Electrical and electronic equipment installation and maintenance artisans and	5,160	12.8	67.8	16,770
Specialized workers in food processing	5,100	12.6	68.8	13,920
Specialised workers in textile and clothing	2,840	7.0	51.8	8,060
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	46,620	115.4	53.7	155,940
Automatic and semi-automatic machinery workers for metal processing and for	3,690	9.1	66.5	10,900
Workers assigned to machinery in the industry of textiles, garments and simila	2,380	5.9	66.5	7,730
Workers assigned to assembly of industrial products	4,160	10.3	40.5	11,550
Workers assigned to industrial product packaging machines	2,930	7.3	27.7	9,590
Motor vehicle drivers	20,550	50.9	60.8	72,780
Operators of earthmoving, lifting and material handling machinery	3,480	8.6	54.7	13,060
UNSKILLED PROFESSIONS	62,000	153.5	34.9	228,090
Unskilled staff assigned to moving an delivery of goods	23,870	59.1	33.2	75,970
Unskilled cleaning service staff	30,290	75.0	36.0	122,170
Unskilled construction workers	2,480	6.1	40.9	6,850

* 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.

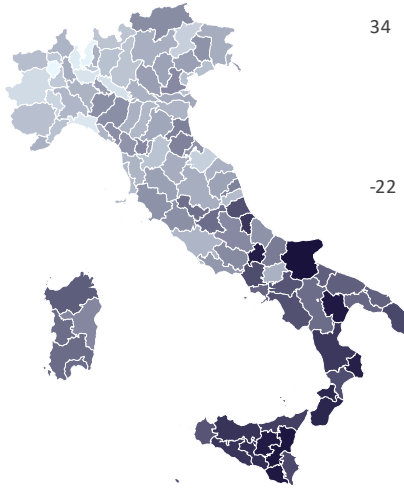
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

For more information:
348.9025607-331.6098963



INFLOW IN THE TERRITORIES IN THE MONTH OF FEBRUARY 2025 AND IN THE QUARTER FEBRUARY - APRIL 2025

	February 2025		february - april 2025	Change (a.v.)		% change inflow forecast february 2025/2024
	Inflow forecast	% diff. recruiting	Inflow forecast	february 2025/2024	feb - apr25/ feb - apr24	
PIEMONTE	23,960	49.7	74,400	-3,410	-10,760	
VALLE D'AOSTA	830	55.6	2,430	-80	-280	
LOMBARDIA	76,210	48.5	236,530	-12,700	-34,320	
LIGURIA	9,080	50.4	32,880	-1,460	-6,270	
TRENTINO ALTO ADIC	8,720	58.7	35,430	-20	+2,220	34
VENETO	39,240	51.8	138,450	-890	+8,710	
FRIULI VENEZIA GIUL	8,290	58.3	28,260	-190	+1,130	
EMILIA ROMAGNA	35,760	50.6	122,830	-400	+5,640	
TOSCANA	24,370	52.0	97,510	-1,090	+6,270	-22
UMBRIA	4,510	55.8	16,510	-60	+1,380	
MARCHE	8,800	54.2	32,470	-560	+1,120	
LAZIO	40,670	40.8	138,150	-2,010	+9,680	
ABRUZZO	9,210	53.1	29,720	+960	+4,710	
MOLISE	1,550	50.9	5,040	+200	+870	
CAMPANIA	39,530	42.6	140,690	+5,040	+28,360	
PUGLIA	24,470	44.3	86,590	+3,740	+20,530	
BASILICATA	3,110	44.6	10,040	+490	+1,840	
CALABRIA	8,450	47.7	28,380	+1,700	+7,260	
SICILIA	27,550	42.4	95,900	+5,780	+24,170	
SARDEGNA	9,600	44.1	41,280	+1,070	+8,400	
NORTH WEST	110,070	48.9	346,240	-17,650	-51,630	
NORTH EAST	92,010	52.5	324,970	-1,490	+17,700	
CENTRAL	78,350	46.6	284,640	-3,710	+18,440	
SOUTH AND ISLANDS	123,460	44.3	437,640	+18,980	+96,140	
ITALY	403,890	47.9	1,393,480	-3,880	+80,650	



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