



Press release

Labour: hiring growing in August (315,000, +7.5%)

The forecasts of companies in the food, construction, trade and tourism sectors are positive; half of the professional figures are difficult to find

Rome, 07 August 2024 – There are approximately 315 thousand employment contracts, lasting more than a month or for an indefinite period, scheduled by companies in August. The forecasts highlight a positive trend compared to the month of August 2023, with +22 thousand entries and a growth rate of +7.5%, and also for the August-October quarter the request stands at 1.3 million hirings, in increase compared to the same period in 2023 (+2.3% with +30 thousand contracts). The difficulty in finding the profiles sought by companies rises to 48.9%, mainly due to the lack of candidates. This scenario is outlined by the Excelsior Information System Bulletin, created by Unioncamere and the Ministry of Labor and Social Policies which elaborates the employment forecasts for August¹.

*"Italian companies continue to find it very difficult to find the workers they are looking for and this problem, which also has to do with the issue of the birth rate decline, is also costing us a lot in terms of GDP". This is what was underlined by the **president of Unioncamere, Andrea Prete**, who added "this situation is caused by a gap between training courses and the needs of the production system. To resolve it, we need to act on the training and information of young people so that they know where it is most likely that their right aspirations will be satisfied. But in the short term, a significant effort to plan migratory flows can certainly help."*

In August, the industry as a whole is looking for approximately 88 thousand workers and expects 392 thousand hires in the August-October quarter. For the manufacturing sector, which is looking for almost 57 thousand workers in the month and around 243 thousand in the quarter, the greatest job opportunities are offered by the food, beverage and tobacco industries which are looking for around 16 thousand workers in the month and over 47 thousand in the quarter, followed by mechatronics industries which are looking for 14 thousand workers in the month and 61 thousand in the quarter and the metallurgical and metal products industries (9 thousand in the month and 43 thousand in the quarter). Furthermore, the demand for labor from the construction sector exceeds 31 thousand hires in the month and stands at around 150 thousand in the quarter. On the other hand, there are 227 thousand employment contracts foreseen by the services sector in the current month and over 919 thousand in the August-October quarter. Tourism offers the greatest employment opportunities with over 68 thousand workers sought in the month and 227 thousand in the quarter, followed by trade (around 46 thousand in the month and 183 thousand in the quarter), by the personal services sector (40 thousand in the month and over 201 thousand in the quarter) and from operational support services to businesses and people (almost 26 thousand in the month and over 103 thousand in the quarter).

Fixed-term contracts are confirmed as the most proposed contractual form with 187 thousand units, equal to 59.4% of the total, followed by permanent contracts (52 thousand, 16.5%) and temporary contracts (34 thousand, 10.8%).

In August, companies declared difficulties in finding approximately 154 thousand hires (48.9% of the total), confirming the "lack of candidates" as the main cause with a share of 32.4%, while

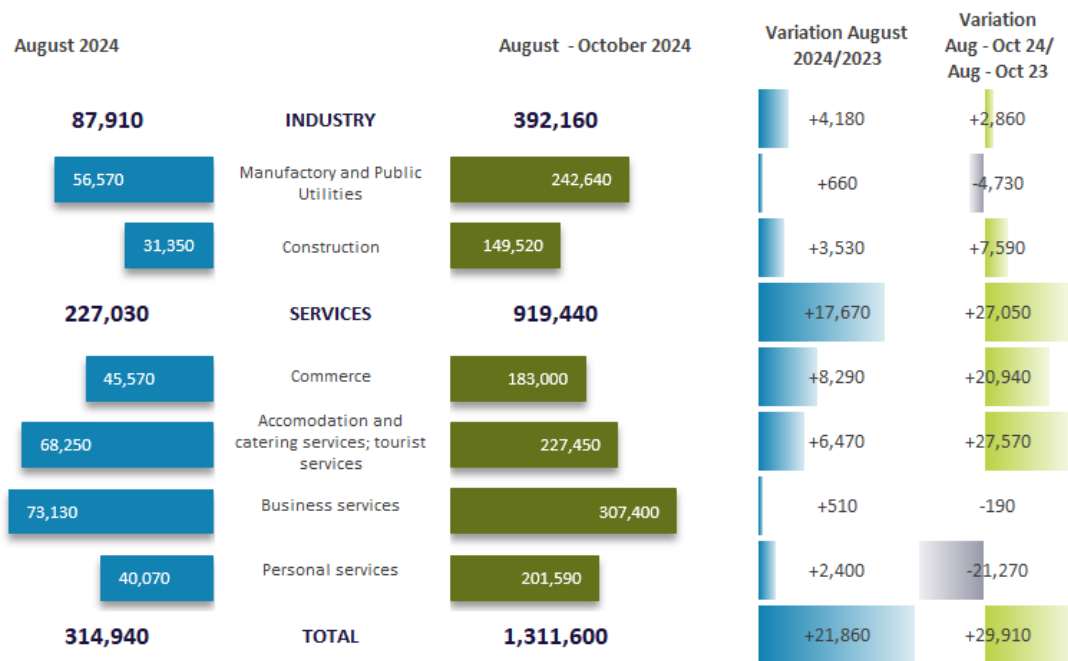
¹ The forecasts for the month of August are based on interviews carried out on a sample of almost 105 thousand industrial and service companies with employees registered in the Chambers of Commerce Business Register. The interviews were collected in the period 17 June 2024 - 03 July 2024.

"inadequate preparation" stands at 12.3%. Borsino's analysis of the professions of the Excelsior Information System highlights, among those most difficult to find, engineers (60.4% are difficult to find) and primary and pre-primary school teachers (57.5%) for intellectual professions, scientific and highly specialized; technicians in the engineering field (70.8%) and health technicians (60.6%) for technical professions; operators for beauty care (80.1%) and operators and employees in catering activities (55.5%) for qualified professions in commercial and service activities; specialized workers involved in finishing constructions (79.1%) and casters, welders, tinsmiths, boilermakers, metal carpentry assemblers (75.8%) for specialized workers.

Companies are looking for immigrant workers to cover around 69 thousand entries scheduled in August, equal to 21.8% of the total contracts. Among the sectors that make most use of foreign labor are: operational support services for businesses and people (36.4% of scheduled entries will be covered by immigrant personnel), transport, logistics and warehousing services (32.3%), metallurgy (27.3%), food (24.6%) and accommodation and catering services (22.9%).

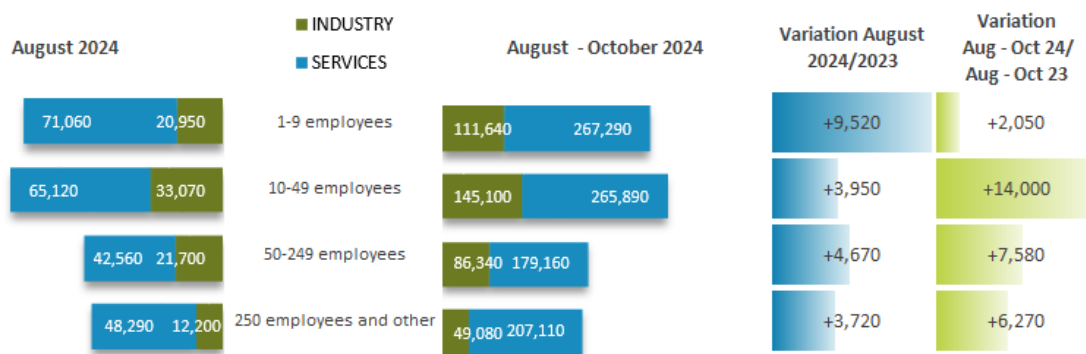
From a territorial point of view, the highest mismatch is found by companies in the North East, for which around 54.2% of the requested profiles are difficult to find, followed by companies in the North West (49.9%), in the Center (47, 4%) and those of the South (44.9%).

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



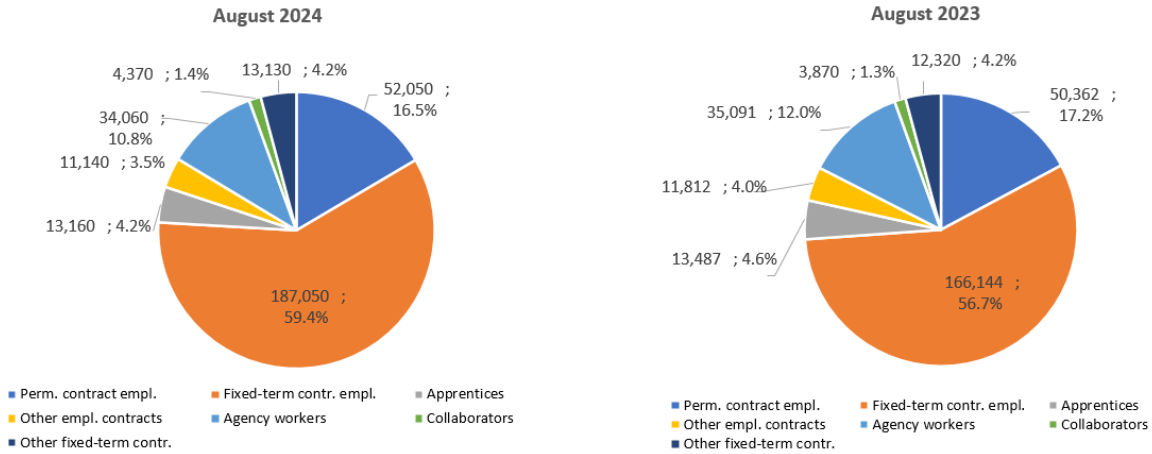
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



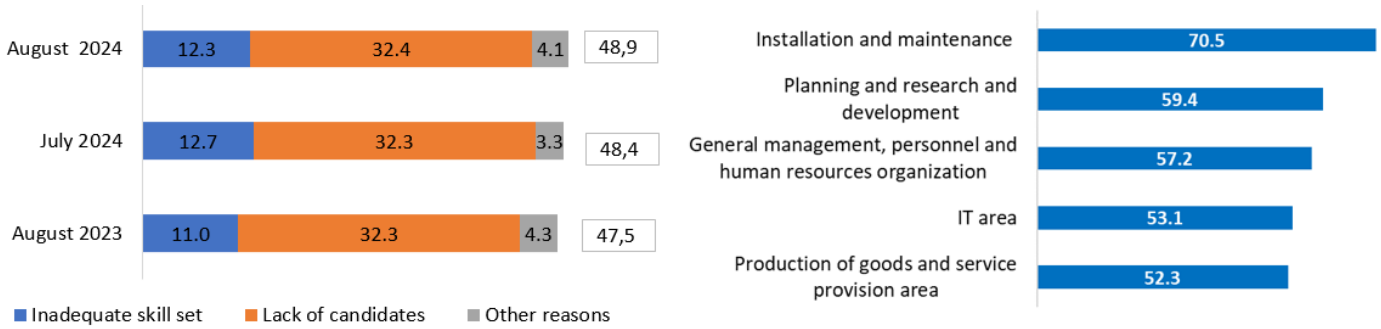
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



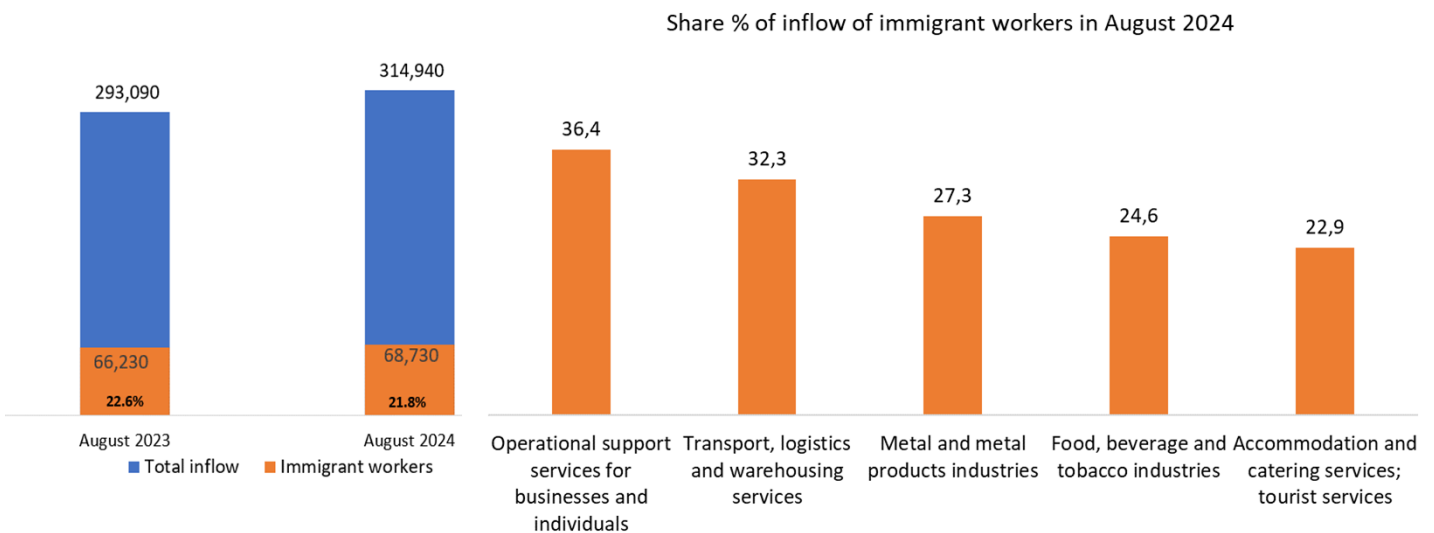
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

DIFFICULTY IN RECRUITING AND THE BUSINESS AREAS WITH THE GREATEST DIFFICULTY (%)



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

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

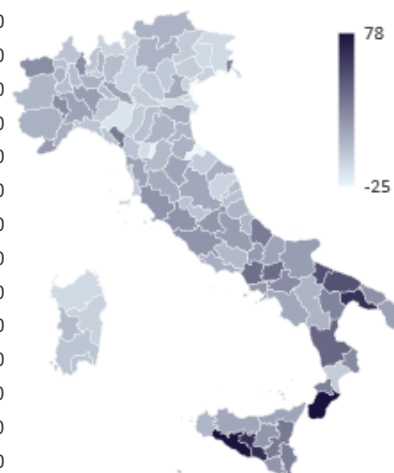
according to the classification of professions - ISTAT 2021 (3 digit)

	INFLOW EXPECTED AUGUST 2024	Distribu tion x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED august - october 2024
ENTRATE	314.940	1.000	48,9	1.311.600
MANAGERS	550	1,7	55,6	2.210
INTELLECTUAL, SCIENTIFIC AND HIGHLY specialized PROFESSIONS	15.410	48,9	47,0	89.260
Engineers	2.380	7,6	60,4	11.760
Specialists in management, commercial and banking sciences	3.040	9,7	40,5	13.330
Specialists in artistic-expressive disciplines	1.550	4,9	25,7	5.760
Primary and pre-primary school teachers	1.910	6,1	57,5	19.670
TECHNICAL PROFESSIONS	34.520	109,6	53,0	168.760
IT, telematics and telecommunications technicians	3.850	12,2	56,5	16.600
Engineering technicians	3.070	9,7	70,8	15.100
Goods and services production processes management technicians	3.080	9,8	54,1	15.170
Health technicians	5.740	18,2	60,6	34.050
Technicians of the organisation and administration of production activities	2.770	8,8	50,9	13.110
Market relations technicians	6.730	21,4	50,8	31.610
Commercial distribution technicians	1.560	4,9	53,4	6.610
Teachers in professional training, instructors, coaches, athletes	1.980	6,3	50,8	10.720
OFFICE WORKERS	26.360	83,7	35,6	110.240
Secretarial and general affairs office staff	9.820	31,2	34,1	45.900
Counter and money movement workers	1.950	6,2	35,0	8.020
Customer reception and information office staff	8.660	27,5	36,7	30.350
Logistics administrative management office staff	2.620	8,3	37,4	11.270
Economic, accounting and financial management office staff	2.190	7,0	39,7	9.360
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	100.590	319,4	47,9	360.810
Sales people	29.620	94,0	32,5	110.220
Catering business operators	55.280	175,5	55,5	184.650
Qualified professions in health and social services	5.780	18,4	52,0	23.860
Beauty treatment professionals	2.330	7,4	80,1	12.700
Skilled professions in personal services	3.160	10,0	37,7	16.310
Qualified professions in security, surveillance and custodial services	3.110	9,9	39,4	8.850
SPECIALIZED LABOURERS	48.260	153,2	67,3	229.110
specialized labourers in construction and building maintenance	8.620	27,4	61,1	53.830
Building finisher artisans and specialized labourers	10.820	34,4	79,1	45.100
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar	4.390	13,9	75,8	21.010
Blacksmith ironworkers, tool makers and similar professions	2.440	7,7	73,6	11.520
Artisan mechanics, fitters, repairers and maintenance technicians for stationar	7.220	22,9	68,3	32.020
Electrical and electronic equipment installation and maintenance artisans and	4.970	15,8	67,8	20.310
Farmers and specialized agricultural workers	1.780	5,7	33,1	5.370
Artisans and specialized workers in food processing	2.530	8,0	56,5	12.050
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	37.570	119,3	52,9	150.840
Automatic and semi-automatic machinery workers for metal processing and for	2.260	7,2	65,1	10.040
Workers assigned to assembly of industrial products	2.580	8,2	47,3	12.060
Workers assigned to industrial product packaging machines	3.710	11,8	27,9	12.500
Workers assigned to fixed machinery for the food industry	4.120	13,1	40,4	9.610
Drivers of motor and animal-drawn vehicles	15.490	49,2	60,8	61.020
Operators of earthmoving, lifting and material handling machinery	3.410	10,8	60,4	14.330
UNSKILLED PROFESSIONS	51.670	164,1	35,1	200.350
Unskilled staff assigned to moving an delivery of goods	19.150	60,8	28,3	77.300
Unskilled cleaning service staff	25.990	82,5	41,1	95.120
Unskilled staff custodian services for buildings, equipment and goods	2.070	6,6	17,2	6.350
Unskilled staff assigned to manufacturing	1.510	4,8	29,9	6.130

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

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

	August 2024		August - October 2024	Variation (v.a.)		Variation % forecast inflow august 2024/2023
	INFLOW FORECAST	% diff. recruiting	INFLOW FORECAST	august 2024/2023	aug - oct 24/ aug - oct 23	
PIEMONTE	20.240	49,0	87.120	+940	-4.410	
VALLE D'AOSTA	1.110	64,1	3.330	+200	+50	
LOMBARDIA	57.790	49,5	274.090	+1.570	-13.280	
LIGURIA	8.260	53,1	29.740	+100	-870	
TRENTINO ALTO ADIGE	8.940	56,3	29.390	+440	-1.390	
VENETO	28.340	55,4	118.260	-1.170	-8.230	
FRIULI VENEZIA GIULIA	6.110	58,9	25.510	-490	-1.450	
EMILIA ROMAGNA	27.250	51,1	115.910	-1.040	-3.080	
TOSCANA	18.390	52,7	79.240	+430	-1.380	
UMBRIA	4.310	62,0	16.290	+290	+340	
MARCHE	7.060	50,4	31.120	-90	-1.070	
LAZIO	33.600	42,0	144.780	+4.760	+8.070	
ABRUZZO	7.400	52,5	26.800	+910	+2.460	
MOLISE	1.260	53,3	4.580	+140	+500	
CAMPANIA	25.350	43,7	108.220	+4.000	+19.920	
PUGLIA	20.610	41,3	73.870	+5.270	+12.170	
BASILICATA	2.580	54,1	8.980	+280	+860	
CALABRIA	8.160	44,6	27.470	+2.040	+6.300	
SICILIA	20.200	44,6	79.290	+3.860	+14.080	
SARDEGNA	8.000	47,7	27.610	-580	+310	
NORTH WEST	87.390	49,9	394.290	+2.820	-18.510	
NORTH EAST	70.640	54,2	289.070	-2.250	-14.140	
CENTRAL	63.360	47,4	271.430	+5.380	+5.960	
SOUTH AND ISLANDS	93.550	44,9	356.820	+15.910	+56.590	
ITALY	314.940	48,9	1.311.600	+21.860	+29.910	



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