



Press release

Labour: 494 thousand hirings expected by companies in May (+5.8%) and 1.6 million by July

*The South and the Islands lead the way with 140 thousand hirings expected
(+11.9%)*

Rome, 9 May 2024 – There are just under 494 thousand hiring contracts (lasting more than one month or for an indefinite period) planned by companies in May and almost 1.6 million for the May-July quarter, with an increase in job demand of around 27 thousand units compared to in May 2023 (+5.8%) and by almost 35 thousand units in the corresponding quarter (+2.2%). The industry as a whole plans more than 136 thousand hirings in the month and over 410 thousand in the quarter, with growth of 3.5% and 2.4% respectively compared to a year ago. Service companies are looking for 357 thousand workers in the month and around 1.2 million in the quarter, with increases of 6.7% and 2.2% respectively compared to the same period of 2023. The South and Islands the territorial area more dynamic with 140 thousand contracts expected. This scenario is outlined by the Excelsior Information System Bulletin, created by **Unioncamere** in collaboration with **Ministry of Labour and Social Policies**¹.

In May, the manufacturing sector is looking for 85 thousand workers which rises to 262 thousand in the quarter. The mechatronics industries offer the greatest job opportunities (22 thousand contracts to be activated in the month and 65 thousand in the quarter), followed by those of metallurgy (16 thousand in the month and 48 thousand in the quarter), agri-food (12 thousand in the month and 45 thousand in the quarter) and fashion (10 thousand in the month and 29 thousand in the quarter). The construction sector, however, plans 51 thousand hirings for the month and 148 thousand hirings in the quarter. The demand for work in the tourism sector is also significant, also due to the approach of the summer season, with 119 thousand job opportunities offered in the month and 405 thousand in the May-July quarter. Finally, there are many job opportunities offered by commerce with 69 thousand entries planned for the month and 220 thousand in the quarter. This is followed by personal services (around 53 thousand contracts in the month and 188 thousand in the quarter) and operational support services for businesses and people (39 thousand in the month and 125 thousand in the quarter).

The mismatch between job supply and demand is still high: in May, 48.2% of the professional profiles sought were difficult to find, a difficulty mainly attributable to the lack of candidates, with around 238 thousand job positions at risk of remaining unfilled.

The Borsino Excelsior of the professions reports among the most difficult profiles to find mainly specialized worker figures such as workers assigned to machinery in the textile and clothing industry (78.9% are difficult to find), specialized workers assigned to construction finishings (76.9%), blacksmiths and tool makers (76.8%), foundry workers, welders, tinsmiths, boilermakers, assemblers of metal carpentry (73.5%). There is also a high level of difficulty in finding suitable candidates for technicians managing the production

¹ The May forecasts are based on interviews conducted on a sample of more than 108 thousand companies in the period 18 March 2024 - 03 April 2024.

processes of goods and services (68.5%), technicians in the engineering field (64.7%), health technicians (62.1%) and engineers (58.8%).

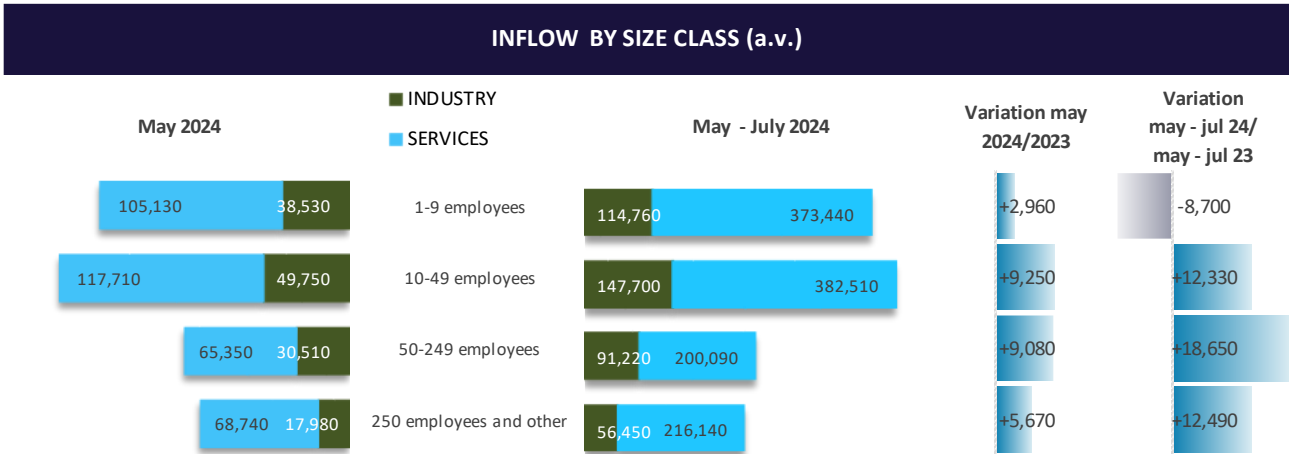
The demand for immigrant workers is substantially stable compared to 12 months ago, equal to 19.7% of the total (97 thousand hirings). The demand for foreign labor is concentrated above all in operational support services for businesses and people (32.6% of hirings), transport, logistics and warehousing services (30.6%), metallurgy (23.4%), construction (23.1%) and tourism (20.2%). At a territorial level, after the greater liveliness of companies in the South and Islands (+15 thousand, +11.9%), followed by the North West (7 thousand, +5.5%), Center (3 thousand, +3.3%) and North East (1.6 thousand +1.4%).

For more information:

06.4704 264-350 / 348.9025607-366.4157335

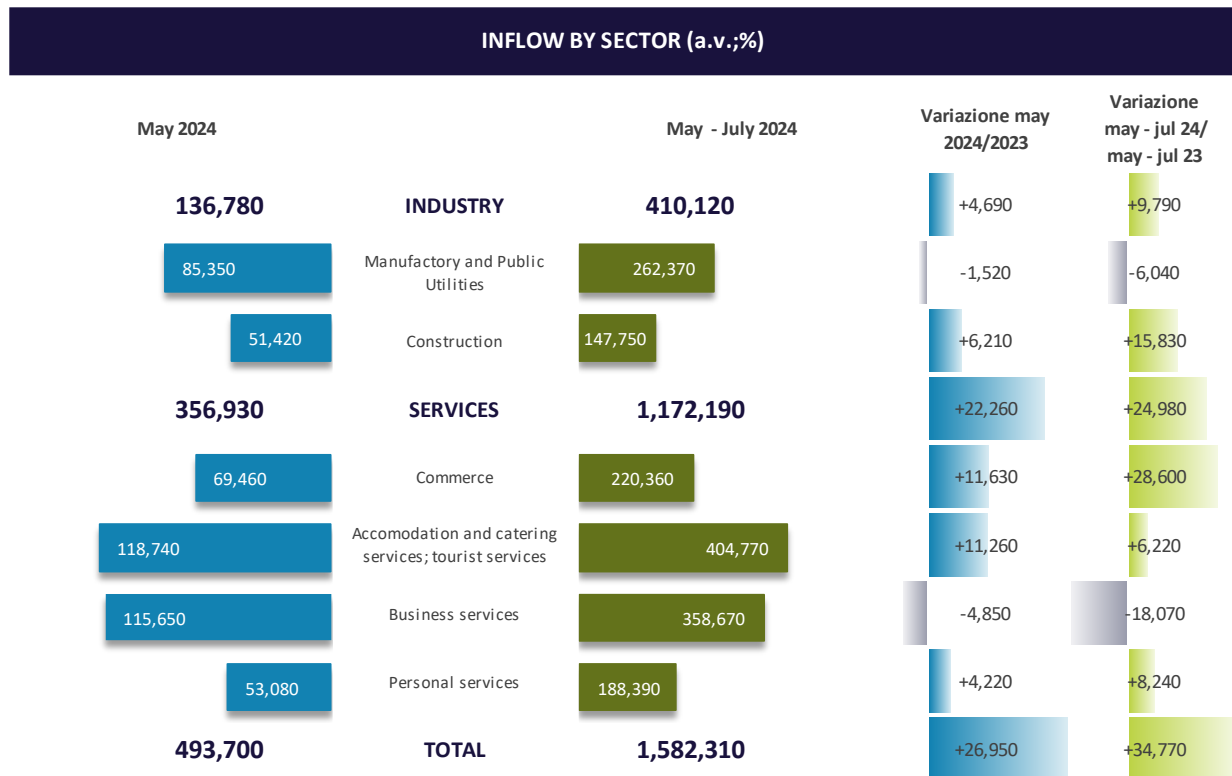


INFLOW OF WORKERS EXPECTED BY COMPANIES BASED BY SIZE CLASS (a.v.; %)



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

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



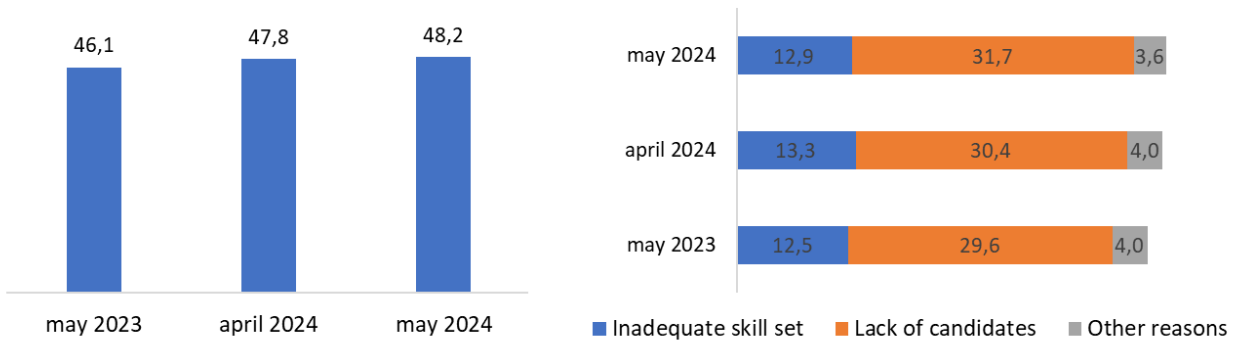
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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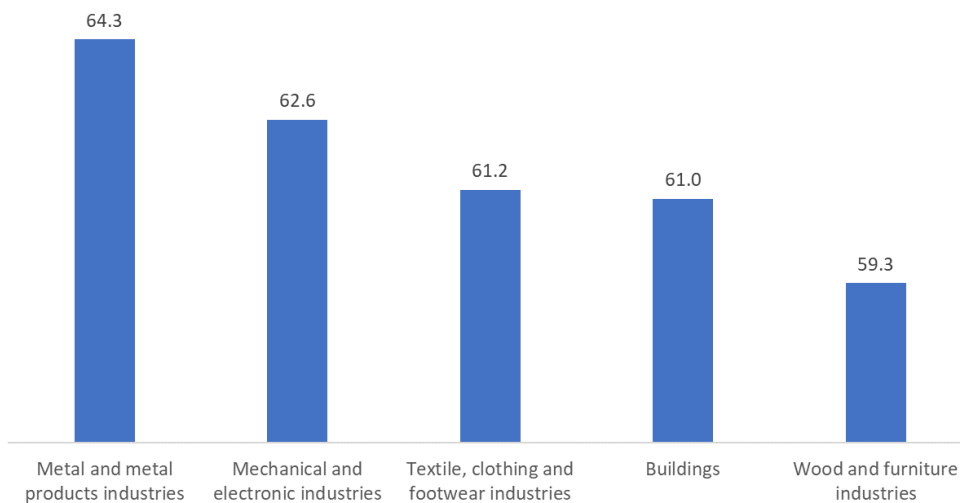


DIFFICULTY IN RECRUITING AND REASONS (%)



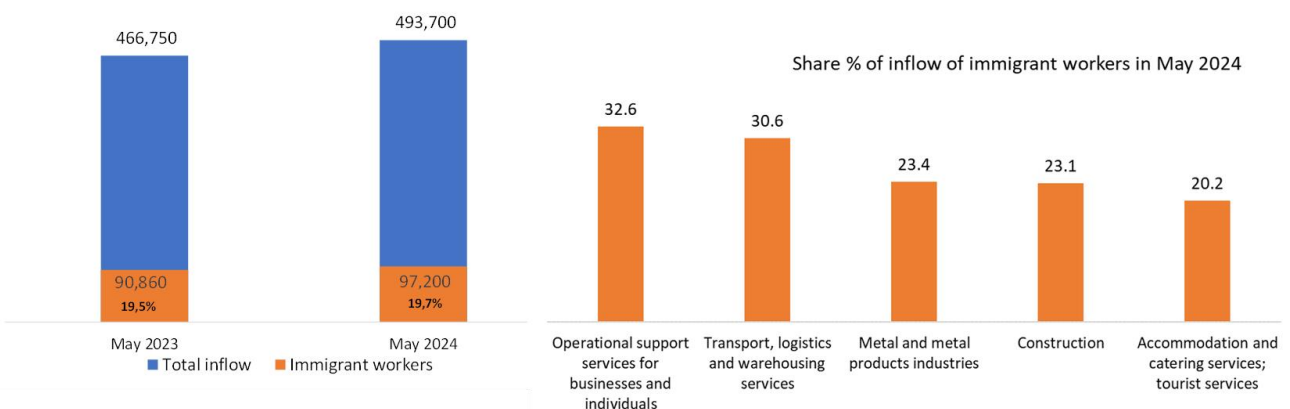
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

THE SECTORS WITH GREATER DIFFICULTY IN RECRUITING (%)



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

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

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

| | INFLOW EXPECTED IN MAY 2024 | Distribu tion x 1000 | Difficulty in recruiting (%) | INFLOW EXPECTED may - july 2024 |
|---|-----------------------------------|----------------------------|------------------------------------|---------------------------------------|
| ENTRATE | 493,700 | 1,000 | 48.2 | 1,582,310 |
| MANAGERS | 920 | 1.9 | 50.9 | 2,640 |
| Directors and general managers of companies | 260 | 0.5 | 61.4 | 800 |
| Directors and departmental managers of companies | 240 | 0.5 | 51.7 | 750 |
| Entrepreneurs and managers of small companies | 420 | 0.9 | 44.2 | 1,090 |
| INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS | 25,670 | 52.0 | 51.0 | 77,400 |
| Engineers | 5,480 | 11.1 | 58.8 | 15,050 |
| Specialists in management, commercial and banking sciences | 5,520 | 11.2 | 45.4 | 16,100 |
| Analysts and experts in designing applications | 2,500 | 5.1 | 53.3 | 7,790 |
| TECHNICAL PROFESSIONS | 54,290 | 110.0 | 54.7 | 168,520 |
| IT, telematics and telecommunications technicians | 6,460 | 13.1 | 58.3 | 19,910 |
| Engineering technicians | 5,120 | 10.4 | 64.7 | 16,330 |
| Goods and services production processes management technicians | 4,990 | 10.1 | 68.5 | 14,390 |
| Health technicians | 8,150 | 16.5 | 62.1 | 25,520 |
| Technicians of the organisation and administration of production activities | 5,210 | 10.6 | 53.1 | 16,600 |
| Technicians of financial and insurance activities | 2,110 | 4.3 | 37.2 | 6,500 |
| Market relations technicians | 11,450 | 23.2 | 53.8 | 34,200 |
| Commercial distribution technicians | 2,630 | 5.3 | 59.0 | 7,060 |
| OFFICE WORKERS | 42,210 | 85.5 | 32.9 | 127,030 |
| Secretarial and general affairs office staff | 15,910 | 32.2 | 31.2 | 48,680 |
| Customer reception and information office staff | 14,630 | 29.6 | 34.8 | 43,410 |
| Logistics administrative management office staff | 4,050 | 8.2 | 26.9 | 12,180 |
| Economic, accounting and financial management office staff | 3,840 | 7.8 | 39.1 | 10,290 |
| SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES | 154,420 | 312.8 | 45.1 | 540,840 |
| Sales people | 43,040 | 87.2 | 28.1 | 142,720 |
| Catering business operators | 90,370 | 183.1 | 52.2 | 320,820 |
| Qualified professions in health and social services | 6,080 | 12.3 | 55.3 | 22,230 |
| Beauty treatment professionals | 4,370 | 8.9 | 58.8 | 12,970 |
| Skilled professions in personal services | 3,610 | 7.3 | 43.0 | 13,990 |
| Qualified professions in security, surveillance and custodial services | 5,290 | 10.7 | 34.3 | 21,420 |
| ARTISANS, SPECIALISED LABOURERS AND AGRICULTURALISTS | 77,920 | 157.8 | 65.8 | 234,050 |
| Specialised labourers in construction and building maintenance | 19,890 | 40.3 | 54.6 | 54,090 |
| Building finisher artisans and specialised labourers | 14,870 | 30.1 | 76.9 | 43,970 |
| Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar profession: | 6,850 | 13.9 | 73.5 | 21,070 |
| Blacksmith ironworkers, tool makers and similar professions | 3,520 | 7.1 | 76.8 | 12,450 |
| Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobi | 9,420 | 19.1 | 71.0 | 29,800 |
| Electrical and electronic equipment installation and maintenance artisans and specialised | 6,630 | 13.4 | 65.8 | 20,390 |
| Artisans and specialised workers in food processing | 3,870 | 7.8 | 51.8 | 13,220 |
| Artisans and specialised workers in textile and clothing | 3,320 | 6.7 | 60.6 | 9,090 |
| PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS | 52,210 | 105.8 | 54.4 | 164,880 |
| Automatic and semi-automatic machinery workers for metal processing and for mineral p | 4,370 | 8.9 | 69.8 | 11,860 |
| Workers assigned to machinery in the industry of textiles, garments and similar | 3,530 | 7.2 | 78.9 | 9,040 |
| Workers assigned to assembly of industrial products | 4,190 | 8.5 | 51.3 | 12,320 |
| Workers assigned to industrial product packaging machines | 3,340 | 6.8 | 25.4 | 11,940 |
| Drivers of motor and animal-drawn vehicles | 21,390 | 43.3 | 55.9 | 66,490 |
| Operators of earthmoving, lifting and material handling machinery | 5,520 | 11.2 | 56.6 | 18,830 |
| UNSKILLED PROFESSIONS | 86,070 | 174.3 | 36.6 | 266,960 |
| Unskilled staff assigned to moving an delivery of goods | 26,080 | 52.8 | 35.1 | 74,670 |
| Unskilled cleaning service staff | 45,400 | 92.0 | 37.2 | 148,610 |
| Unskilled staff custodian services for buildings, equipment and goods | 3,610 | 7.3 | 38.3 | 10,740 |
| Unskilled construction personnel | 2,680 | 5.4 | 27.0 | 8,320 |
| Unskilled staff assigned to manufacturing | 4,990 | 10.1 | 42.7 | 12,900 |

* 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:

06.4704 264-350 / 348.9025607-366.4157335



THE INFLOW IN THE TERRITORIES IN THE MONTH OF MAY 2024 AND IN THE PERIOD MAY - JULY 2024

| | May 2024 | | May - July 2024 | Variation (v.a.) | | Variation % forecast inflow may 2024/2023 |
|-----------------------|-----------------|--------------------|------------------|------------------|-------------------------------|--|
| | INFLOW FORECAST | % diff. recruiting | INFLOW FORECAST | may 2024/2023 | may - jul 24/ may - jul 23 | |
| PIEMONTE | 30,010 | 49.8 | 92,180 | +1,860 | +3,300 | |
| VALLE D'AOSTA | 1,180 | 55.7 | 6,710 | +300 | +1,070 | |
| LOMBARDIA | 91,850 | 48.3 | 278,500 | +4,120 | +7,850 | |
| LIGURIA | 13,310 | 47.2 | 43,920 | +800 | +190 | |
| TRENTINO ALTO ADIGE | 13,180 | 57.4 | 54,220 | -- | +1,290 | |
| VENETO | 48,670 | 51.5 | 142,610 | +690 | -2,740 | |
| FRIULI VENEZIA GIULIA | 10,570 | 54.6 | 32,380 | +480 | +420 | |
| EMILIA ROMAGNA | 44,890 | 50.5 | 144,140 | +500 | -3,730 | |
| TOSCANA | 35,240 | 50.6 | 107,720 | +2,320 | +4,170 | |
| UMBRIA | 5,380 | 54.7 | 16,870 | +360 | -70 | |
| MARCHE | 12,750 | 51.5 | 44,490 | -10 | -70 | |
| LAZIO | 45,930 | 43.8 | 145,900 | +540 | +260 | |
| ABRUZZO | 10,890 | 47.7 | 39,330 | +950 | +3,190 | |
| MOLISE | 1,580 | 49.3 | 6,000 | +30 | +480 | |
| CAMPANIA | 37,440 | 44.1 | 122,440 | +2,940 | +6,450 | |
| PUGLIA | 28,060 | 41.1 | 98,670 | +2,750 | +5,460 | |
| BASILICATA | 3,180 | 51.2 | 10,890 | +160 | +160 | |
| CALABRIA | 10,210 | 46.2 | 40,310 | +1,590 | +1,660 | |
| SICILIA | 28,530 | 44.1 | 90,280 | +3,160 | +2,960 | |
| SARDEGNA | 20,870 | 49.2 | 64,760 | +3,420 | +2,480 | |
| NORD OVEST | 136,340 | 48.6 | 421,310 | +7,080 | +12,400 | |
| NORD EST | 117,300 | 52.0 | 373,340 | +1,660 | -4,760 | |
| CENTRO | 99,300 | 47.8 | 314,980 | +3,210 | +4,290 | |
| SUD E ISOLE | 140,770 | 44.9 | 472,680 | +15,000 | +22,840 | |
| ITALIA | 493,700 | 48.2 | 1,582,310 | +26,950 | +34,770 | |

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

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