



Press release

## Labour: 497 thousand hires planned by companies in January

*Positive expectations for tourism, commerce and construction; decline in manufacturing  
246 thousand hires hard to fill (49%)*

Rome, 10 January 2025 – Over 497,000 workers are sought by companies in January and about 1.4 million for the first quarter of the year. Leading the demand for labour are tourism companies, which plan 16,000 more hires compared to January 2024 (about 67,000 hires in total), followed by commerce sector with +2,000 units (over 77,000 hires). On the other hand, forecasts for the manufacturing industry and business services show a decline (with both sectors expecting 12,000 fewer hires). The difficulty in finding candidates remains stable compared to 12 months ago, affecting at least one in two hires (49.4%). This scenario is outlined in *the Excelsior Information System Bulletin*, which processes employment forecasts for January<sup>1</sup>, 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.

In January, the industry plans 161,000 hires in total (-6.4% year-on-year), with 109,000 of these in manufacturing industries and public utilities (-9.7%), while the remaining 52,000 are in the construction sector (+1.4%). The service sector as a whole expects to hire 336,000 workers, nearly stable compared to the previous year.

From a size perspective, micro-enterprises (with up to 9 employees) expect an increase in hires for January (+1,500 compared to January 2024). On the other hand, medium-large companies foresee a decline in hires (-8,000 for those with 50 to 249 employees and -4,000 for those with 250 or more employees).

In January, the mismatch between labour demand and supply affects 246,000 of the 497,000 planned hires (49.4%), mainly due to a lack of candidates (32.0%). According to the Borsino Excelsior, are difficult to find analysts and specialists in application design (62.1%) and engineers (58.5%) in the intellectual and scientific professions, while in technical professions, process management technicians in goods and services production (67%) and healthcare technicians (66.3%) are hard to find. In the group of qualified professions in commercial activities and services, aesthetic care operators (59.8%) and qualified professionals in healthcare and social services (55.9%) are the hardest to fill. Among skilled workers, electric/electronic equipment installation and maintenance workers (75.5%) and foundry workers, welders, sheet metal workers, boilermakers, and metal framework assemblers (74.5%) face the greatest difficulty in recruitment, while textile industry machine operators (67.9%) and machinery operators for metalworking (65.6%) stand out among operators.

Fixed-term contracts remain the most common type offered, with around 215,000 units, accounting for 43.2% of the total, followed by permanent contracts (115,000, 23.1%).

Regarding education levels, 18% of job searches are directed at graduates (90,000 units), 28% at high school graduates (138,000 units), and 34% at those with a vocational qualification/diploma (167,000 units). Over 11,000 requests are for ITS Academy graduates.

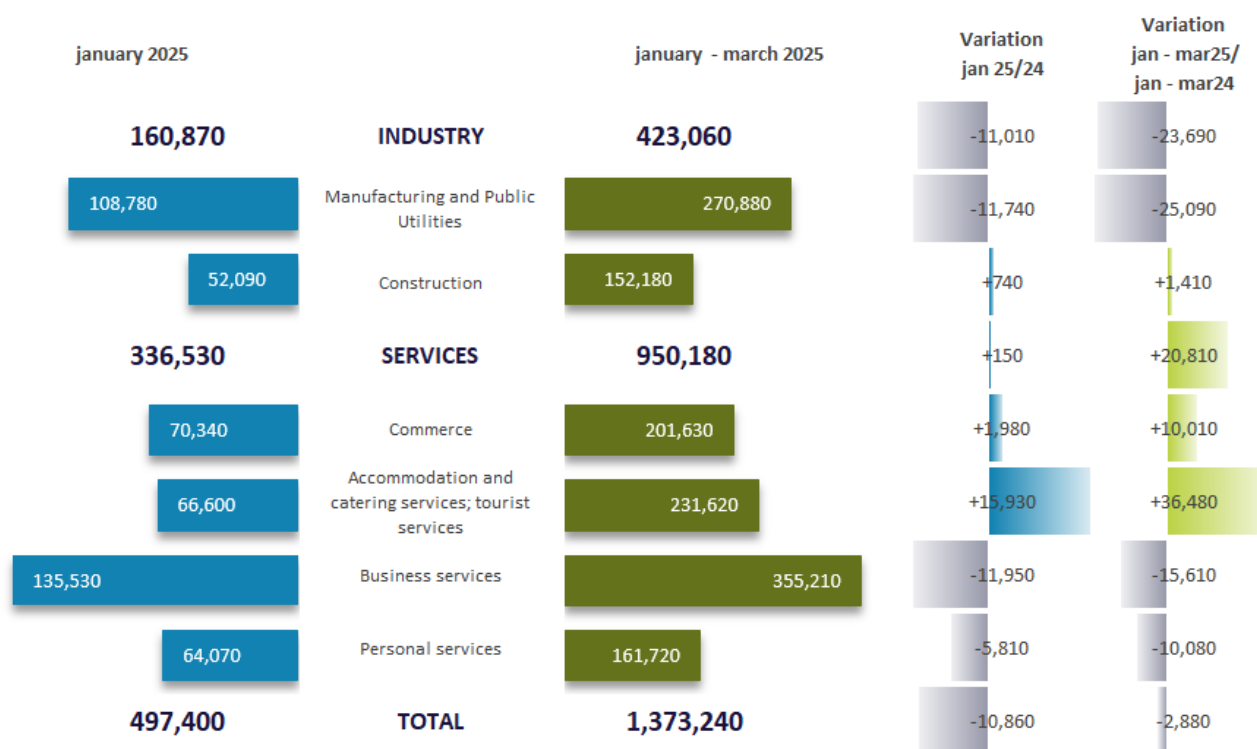
<sup>1</sup> Forecasts for the month of January are based on a sample of approximately 106 thousand companies. The interviews were conducted using the CAWI methodology in the period 18 November – 4 December 2024.

In January, companies plan over 89,000 hires of immigrant workers, representing 18% of the total. The sectors most seeking foreign labour include operational services (28.8% of hires), transport and logistics services (26.3%), metallurgy and metal products industries (21.4%), accommodation and catering services (20%), and construction (19.9%).

Moreover, 148,000 jobs (30% of January hires) are specifically aimed at young people under 30, with particularly high opportunities in the financial sector (43.1%), tourism (41.8%), and IT (40.7%).

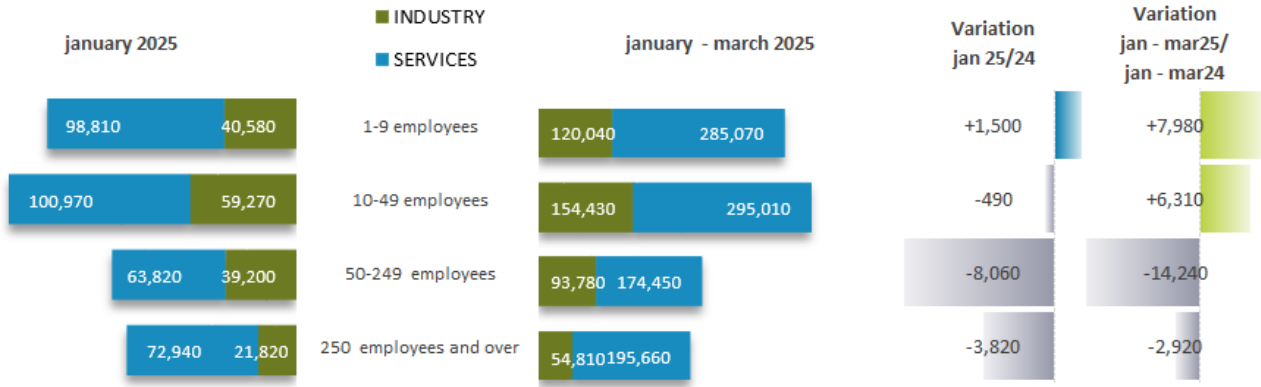
Regionally, companies in the North-West and South plan the highest number of hires (159,000 and 123,000, respectively), followed by the North-East (115,000) and Central regions (101,000). In the North-East, the difficulty of recruitment is notably higher (over 54%).

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



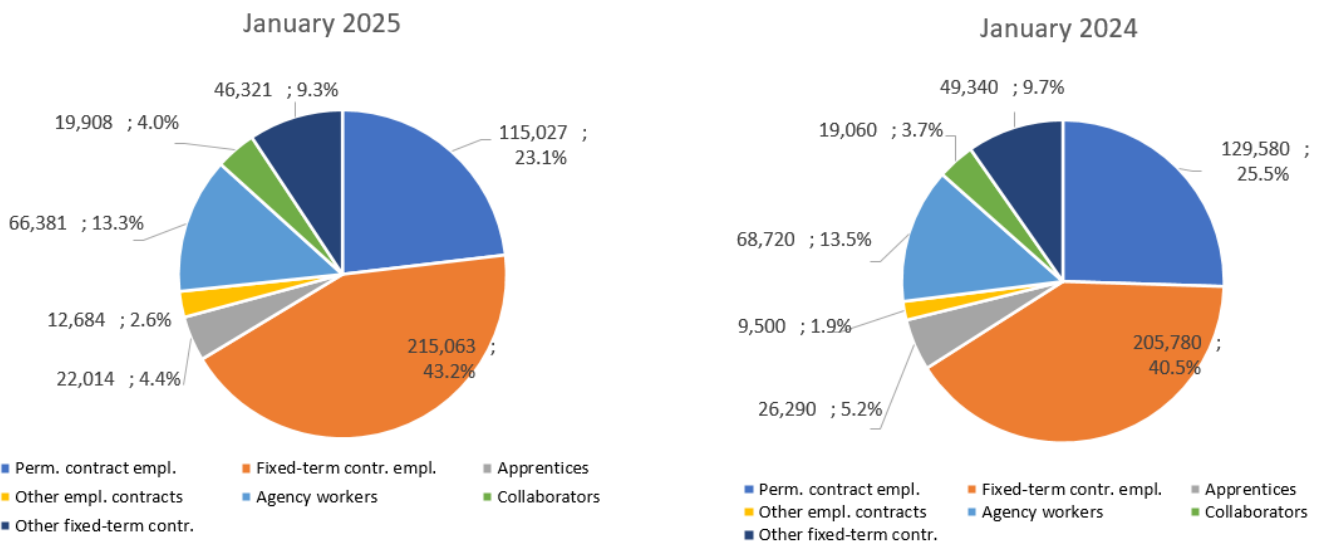
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



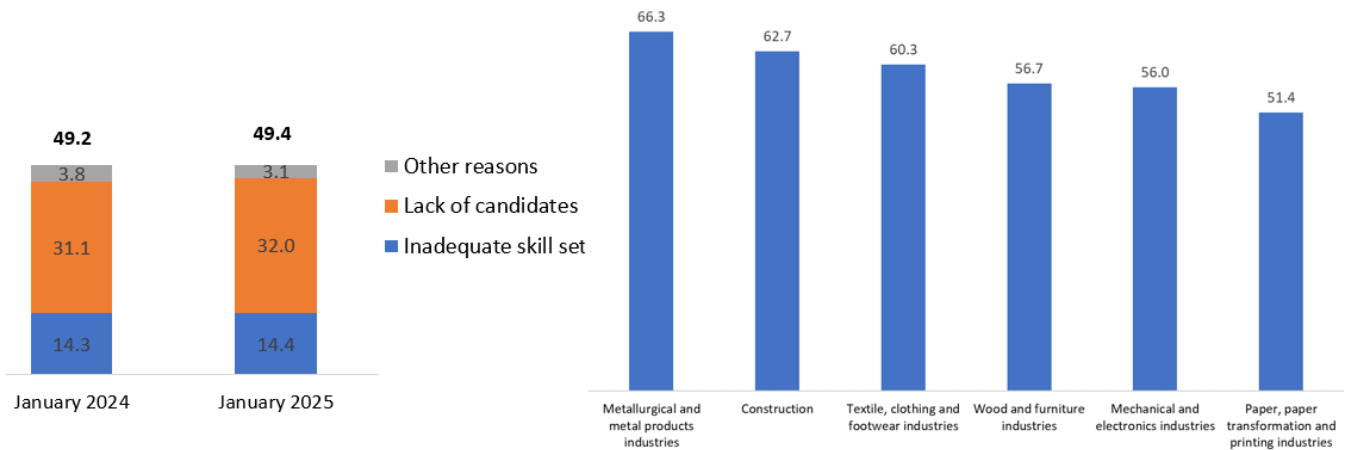
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



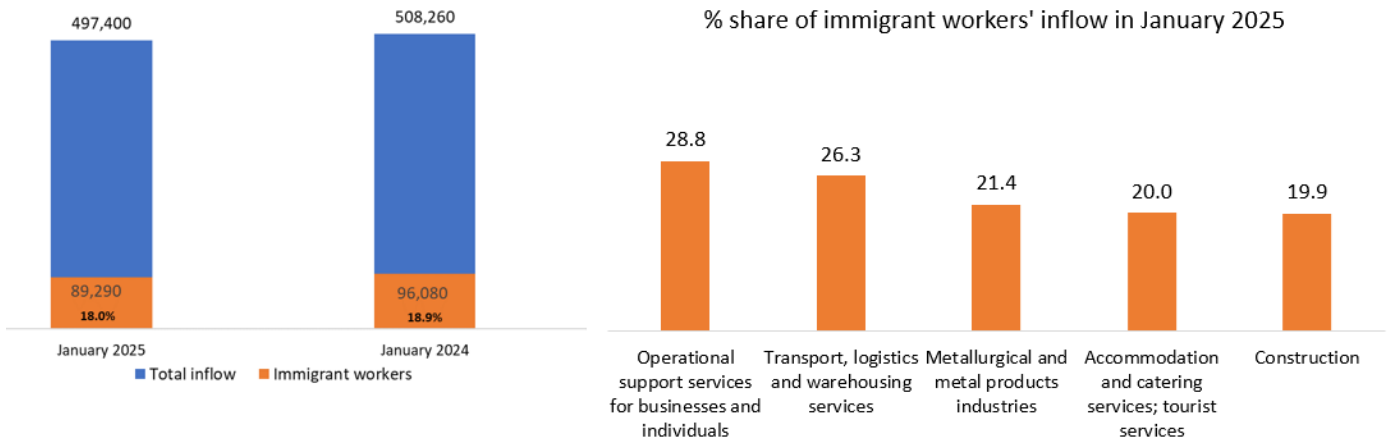
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



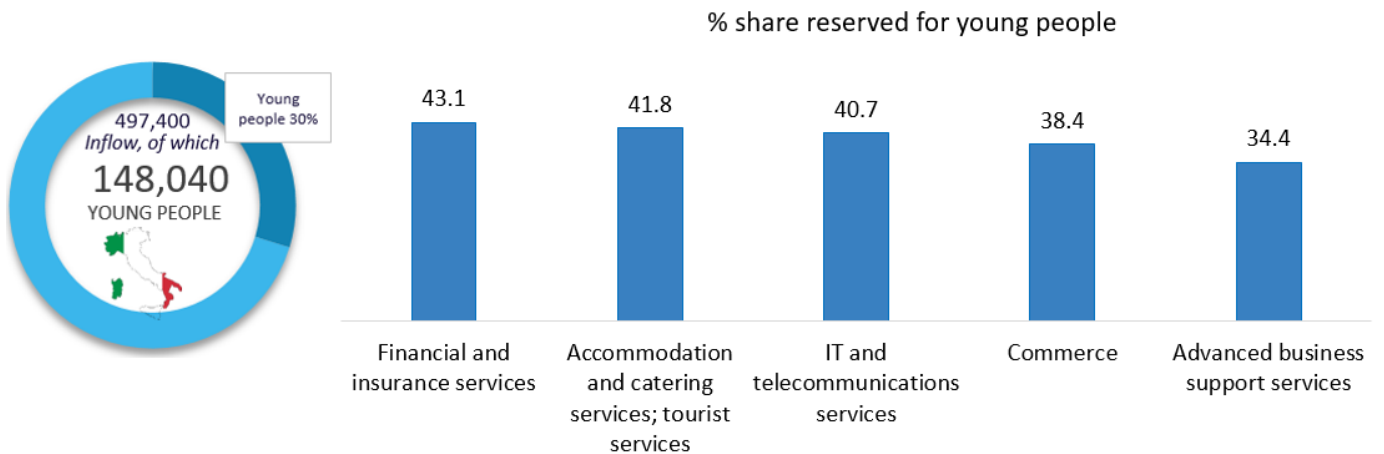
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

**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.; %)**



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

## THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF JANUARY 2025 \*

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

	INFLOW EXPECTED JANUARY 2025	Distributi on x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED january - march 2025
<b>INFLOW</b>	<b>497,400</b>	<b>1,000</b>	<b>49.4</b>	<b>1,373,240</b>
<b>MANAGERS</b>	<b>1,500</b>	<b>3.0</b>	<b>68.2</b>	<b>3,130</b>
<b>INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALIZED PROFESSIONS</b>	<b>42,340</b>	<b>85.1</b>	<b>47.9</b>	<b>95,150</b>
Engineers	7,880	15.8	58.5	18,680
Specialists in management, commercial and banking sciences	9,110	18.3	47.2	19,980
Primary and pre-primary education teachers	3,080	6.2	45.9	6,840
Other education and training professionals	3,290	6.6	37.5	6,840
Analysis and application design specialists	4,000	8.0	62.1	9,120
<b>TECHNICAL PROFESSIONS</b>	<b>79,820</b>	<b>160.5</b>	<b>55.9</b>	<b>189,790</b>
IT, telematics and telecommunications technicians	8,240	16.6	59.0	20,590
Engineering technicians	6,850	13.8	62.9	17,000
Goods and services production processes management technicians	7,210	14.5	67.0	17,540
Health technicians	14,730	29.6	66.3	33,080
Technicians of the organisation and administration of production activities	7,810	15.7	46.3	16,980
Financial and insurance activities technicians	3,040	6.1	38.7	6,760
Market relations technicians	15,720	31.6	50.9	38,970
Commercial distribution technicians	5,560	11.2	58.5	12,160
Vocational education teachers, instructors, coaches, athletes	3,490	7.0	49.0	7,740
<b>OFFICE WORKERS</b>	<b>45,710</b>	<b>91.9</b>	<b>31.7</b>	<b>118,730</b>
Secretarial and general affairs office staff	20,390	41.0	31.0	51,000
Customer reception and information office staff	10,190	20.5	32.6	29,950
Logistics administrative management office staff	5,550	11.2	34.0	13,150
Economic, accounting and financial management office staff	4,670	9.4	36.1	10,860
<b>SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES</b>	<b>109,200</b>	<b>219.5</b>	<b>46.6</b>	<b>343,860</b>
Sales people	36,940	74.3	34.2	115,900
Catering business operators	52,100	104.7	53.3	170,140
Qualified professions in health and social services	7,090	14.3	55.9	19,250
Beauty treatment professionals	4,700	9.5	59.8	14,180
Skilled professions in personal services	4,730	9.5	42.1	12,650
<b>SPECIALIZED LABOURERS</b>	<b>84,120</b>	<b>169.1</b>	<b>66.9</b>	<b>240,390</b>
Specialized labourers in construction and building maintenance	19,810	39.8	61.1	58,380
Building finisher artisans and specialized labourers	16,210	32.6	72.3	45,590
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar profession:	8,460	17.0	74.5	24,550
Blacksmith ironworkers, tool makers and similar professions	4,110	8.3	73.9	10,920
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobi	12,590	25.3	68.1	35,790
Electrical and electronic equipment installation and maintenance artisans and specialized	6,050	12.2	75.5	16,360
Specialized workers in food processing	3,950	7.9	63.0	12,330
Specialised workers in textile and clothing	2,700	5.4	58.3	8,370
<b>PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS</b>	<b>63,400</b>	<b>127.5</b>	<b>53.0</b>	<b>165,610</b>
Automatic and semi-automatic machinery workers for metal processing and for mineral p	6,040	12.1	65.6	13,740
Operators of machinery for the manufacture of rubber items and plastic materials	3,000	6.0	43.5	7,180
Workers assigned to machinery in the industry of textiles, garments and similar	3,680	7.4	67.9	9,050
Workers assigned to assembly of industrial products	6,170	12.4	52.5	14,140
Workers assigned to industrial product packaging machines	5,150	10.3	24.5	12,560
Workers assigned to stationary machinery for the food industry	3,740	7.5	30.2	8,020
Motor vehicle drivers	23,850	47.9	58.3	65,920
Operators of earthmoving, lifting and material handling machinery	4,530	9.1	61.1	15,160
<b>UNSKILLED PROFESSIONS</b>	<b>71,320</b>	<b>143.4</b>	<b>34.9</b>	<b>216,590</b>
Unskilled staff assigned to moving an delivery of goods	30,170	60.7	37.2	82,450
Unskilled cleaning service staff	33,070	66.5	34.7	104,870

\* 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

**THE FIELDS OF STUDY MOST IN DEMAND, DIFFICULTY IN RECRUITING AND REQUIRED EXPERIENCE (A.V. AND %)**

	Expected inflow (a.v.)	% of the total	% diff recruiting	% with experience
<b>UNIVERSITY</b>	<b>89,560</b>	<b>18%</b>	<b>50%</b>	<b>86%</b>
Economics specialisation	26,410		38%	76%
Engineering specialisation	18,430		58%	88%
Teaching and education specialisation	12,080		48%	96%
Healthcare and paramedical specialisation	8,970		71%	92%
Mathematical, physical and computer sciences specialisation	4,270		59%	78%
<b>HIGHER TECHNOLOGICAL EDUCATION</b>	<b>11,170</b>	<b>2%</b>	<b>64%</b>	<b>80%</b>
<b>SECONDARY (5-year diploma)</b>	<b>138,470</b>	<b>28%</b>	<b>48%</b>	<b>70%</b>
Administration, finance and marketing specialisation	42,480		36%	64%
Mechanics, mechatronics and energy specialisation	14,530		65%	71%
Tourism, food and wine and hospitality specialisation	14,220		54%	76%
Transportation and logistics specialisation	11,190		43%	61%
Social and healthcare specialisation	10,040		51%	86%
<b>Professional QUALIFICATION (3-year) or Professional DIPLOMA (4-year)</b>	<b>166,960</b>	<b>34%</b>	<b>52%</b>	<b>60%</b>
Logistics systems and services specialisation	26,160		40%	47%
Mechanical specialisation	25,570		63%	60%
Catering specialisation	23,010		57%	63%
Sales services specialisation	12,230		34%	48%
Building specialisation	11,450		64%	81%
<b>COMPULSORY EDUCATION</b>	<b>91,250</b>	<b>18%</b>	<b>45%</b>	<b>52%</b>

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

**INFLOW IN THE TERRITORIES IN THE MONTH OF JANUARY 2025 AND IN THE QUARTER JANUARY - MARCH 2025**

	January 2025		January - March 2025		Change (a.v.)		% change inflow forecast January 2025/2024
	Inflow forecast	% diff. recruiting	Inflow forecast	January 2025/2024	Jan - Mar 25/ Jan - Mar 24		
PIEMONTE	34,630	49.6	89,040	-3,970	-6,900		
VALLE D'AOSTA	1,190	49.1	2,940	+30	-30		
LOMBARDIA	111,370	48.1	285,650	-11,220	-19,950		
LIGURIA	11,790	52.1	36,740	-380	+1,570		
TRENTINO ALTO ADIGE	11,500	53.6	33,350	+240	-110		
VENETO	46,690	55.1	131,390	-2,000	-5,140		
FRIULI VENEZIA GIULIA	10,130	55.1	27,450	-320	-1,190		
EMILIA ROMAGNA	46,510	53.5	123,160	-1,380	-2,530		
TOSCANA	30,510	54.6	90,110	-2,210	-780		
UMBRIA	6,110	55.7	16,580	+50	+260		
MARCHE	12,600	55.6	32,570	-450	-960		
LAZIO	51,640	43.5	141,850	-1,440	+330		
ABRUZZO	10,720	53.7	27,600	+240	+650		
MOLISE	1,660	46.1	4,610	+80	+250		
CAMPANIA	38,820	45.8	117,480	+3,840	+8,560		
PUGLIA	24,310	43.4	71,830	+2,870	+7,570		
BASILICATA	3,260	51.5	9,170	+380	+950		
CALABRIA	8,080	45.6	23,260	+870	+2,060		
SICILIA	26,230	44.4	79,070	+2,970	+9,950		
SARDEGNA	9,670	49.2	29,420	+940	+2,570		
<b>NORTH WEST</b>	<b>158,970</b>	<b>48.8</b>	<b>414,360</b>	<b>-15,540</b>	<b>-25,310</b>		
<b>NORTH EAST</b>	<b>114,820</b>	<b>54.3</b>	<b>315,350</b>	<b>-3,450</b>	<b>-8,980</b>		
<b>CENTRAL</b>	<b>100,860</b>	<b>49.1</b>	<b>281,100</b>	<b>-4,050</b>	<b>-1,160</b>		
<b>SOUTH AND ISLANDS</b>	<b>122,750</b>	<b>46.1</b>	<b>362,440</b>	<b>+12,190</b>	<b>+32,560</b>		
<b>ITALY</b>	<b>497,400</b>	<b>49.4</b>	<b>1,373,240</b>	<b>-10,860</b>	<b>-2,880</b>		



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

For more information:  
348.9025607-331.6098963

