



Press release

Labour: 456 thousand hires planned by companies in March

(+1.9% compared to 12 months ago)

Tourism, trade and construction are growing; forecasts for manufacturing are more uncertain

Rome, 11 March 2025 - Over 456 thousand contracts were scheduled by companies in the month of March and more than 1.4 million were expected for the March-May quarter, with an increase of almost 9 thousand units compared to March 2024 (+1.9%) and approximately 39 thousand units over the same quarter of 2024 (+2.8%). Growth in the forecasts for entry into the services sectors (+3.8% in the month and +4.8% in the quarter), thanks in particular to the trends expected in tourism (+14.5% in the month and +12.7% in the quarter) and operational services (+9.3% in the month and +10.2% in the quarter). Positive flows were scheduled by construction companies (+1.2% compared to March 2024) although a slight decline was noted compared to the corresponding quarter (-0.5%). Finally, more uncertain indications come from manufacturing companies which in March reported a contraction in revenues (-4.2% in the month and -3.4% in the quarter). This scenario is outlined in *the Excelsior Information System Bulletin*, which processes employment forecasts for March¹, 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.

The industry is looking for around 132 thousand workers for the month of March, rising to almost 387 thousand in the March-May quarter. For manufacturing, which is looking for almost 82 thousand workers in the month and 241 thousand in the quarter, the greatest job opportunities are in the mechatronics industries, which are looking for over 20 thousand workers in the month and 58 thousand in the quarter, followed by the metallurgical industries (16 thousand in the month and 44 thousand in the quarter) and the food industries (almost 13 thousand in the month and 40 thousand in the quarter). Demand from the construction sector also remains high: 50 thousand hiring contracts are scheduled for March and 146 thousand until May. As for the tertiary sectors, there are more than 324 thousand employment contracts that companies intend to activate in March and over 1 million are planned for the March-May quarter. The sector offering the greatest employment opportunities in the services sector is tourism, with over 93,000 workers sought in the month and almost 337,000 in the quarter, followed by trade (68,000 entries planned in the month and 204,000 in the quarter) and personal services (50,000 in the month and 157,000 in the quarter).

The share of hard-to-find hires stands at 48.2% overall, mainly due to the lack of candidates to fill the open positions. Those most affected by the mismatch are companies in the metallurgy and metal products sectors (63.3% of the profiles sought are hard to find), mechatronics (62.1%), construction (61.3%), textiles-clothing-footwear (61.1%) and wood-furniture (55.7%). Among the most difficult-to-find profiles, Borsino Excelsior reports engineers (63.1%) and analysts and specialists in application design (56.2%) for intellectual professions. Among technicians, high levels of mismatch are recorded for production process management technicians (68.2%), for

¹ Forecasts for the month of March are based on a sample of approximately 106 thousand companies. The interviews were conducted using the CAWI methodology in the period 29 January – 12 February 2025.

technicians in the engineering field (66.2%) and for technicians in commercial distribution (64.3%).

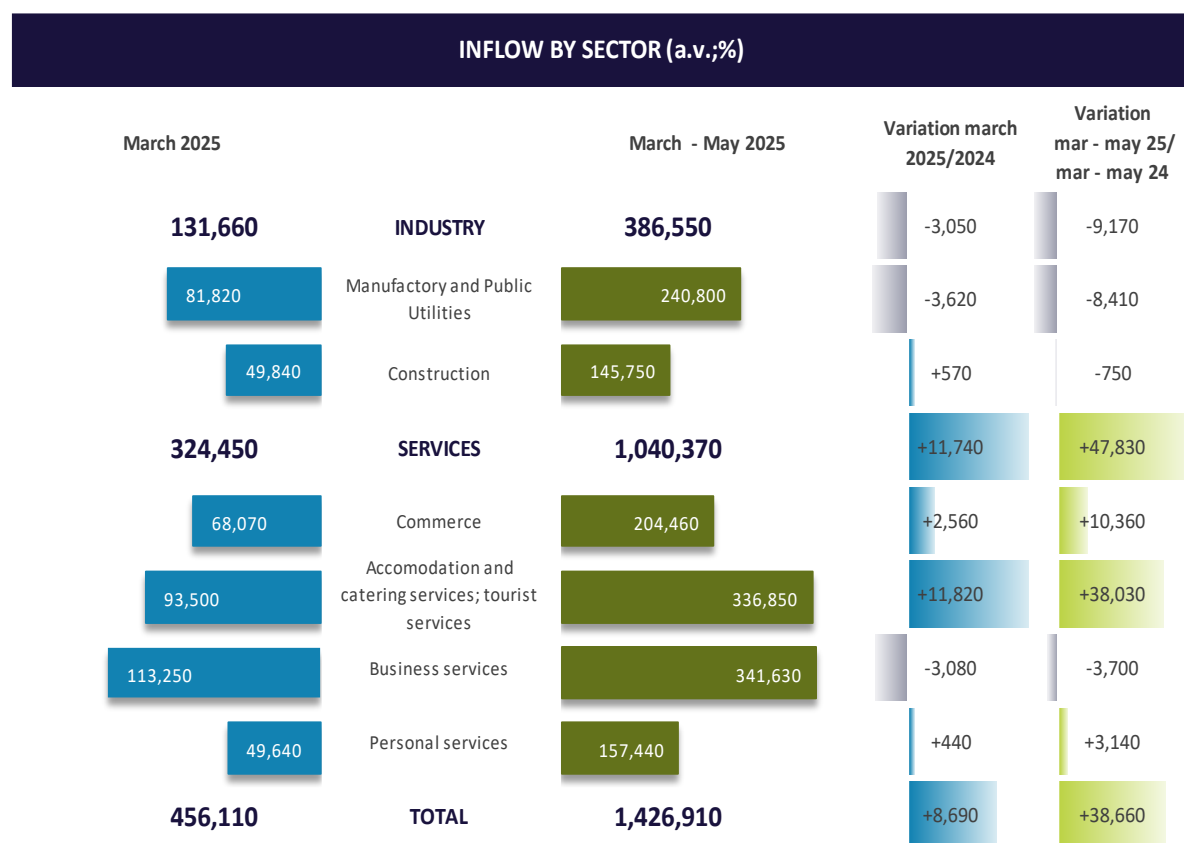
Almost impossible to find are blacksmiths, tool makers (75.7%), foundries and welders (75.6%) and artisanal mechanics, assemblers, repairers and maintenance workers (73.7%).

The share of hiring that companies expect to fill by using immigrants stands at 18.8% of total revenue. Companies in operational support services for businesses and people (34.1%), transport, logistics and warehousing services (26.4%) and construction (22.8%) declare that they will use foreign labor the most.

Also in March, the flow of hiring is characterized by a prevalence of fixed-term contracts (257 thousand; 56.3% of the total), followed by permanent contracts (94 thousand; 20.7%) and temporary contracts (39 thousand; 8.6%).

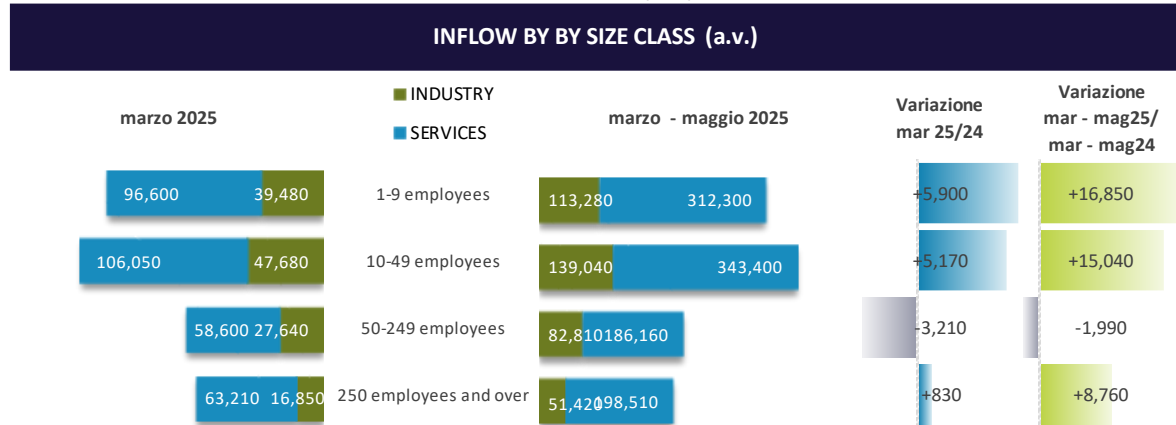
From a territorial perspective, companies in the North East report the highest level of mismatch with 52.2% of the profiles sought being difficult to find, followed by companies in the North West (48.1%), the Centre (47.5%) and those in Southern Italy (45.4%).

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



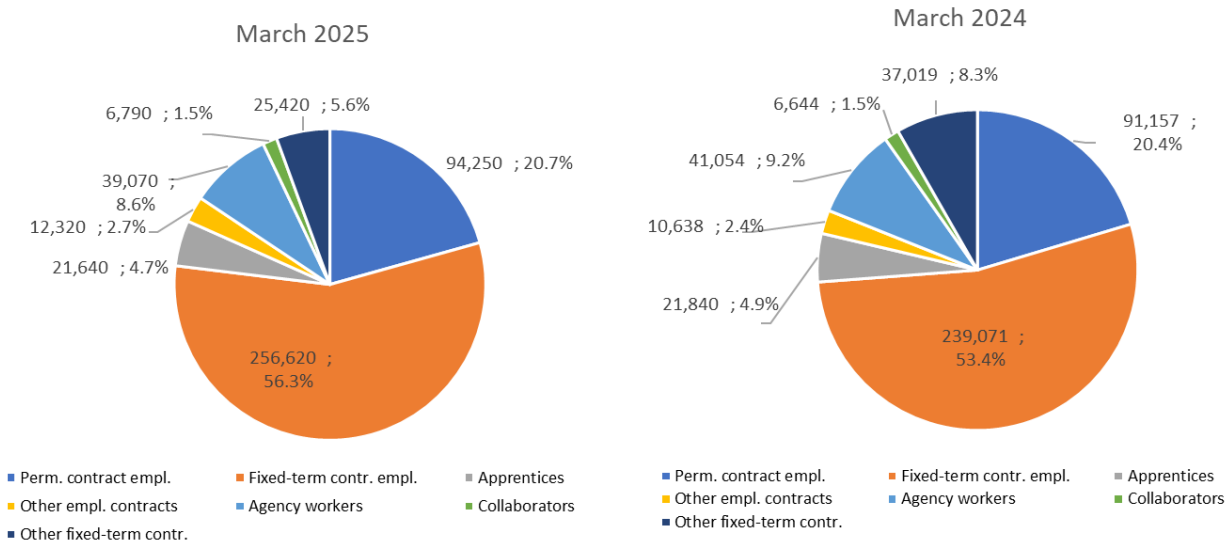
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

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



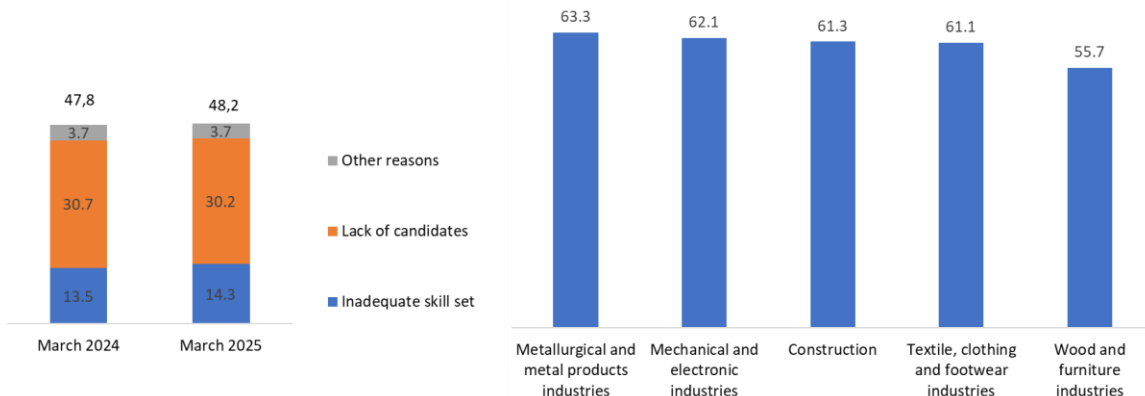
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

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



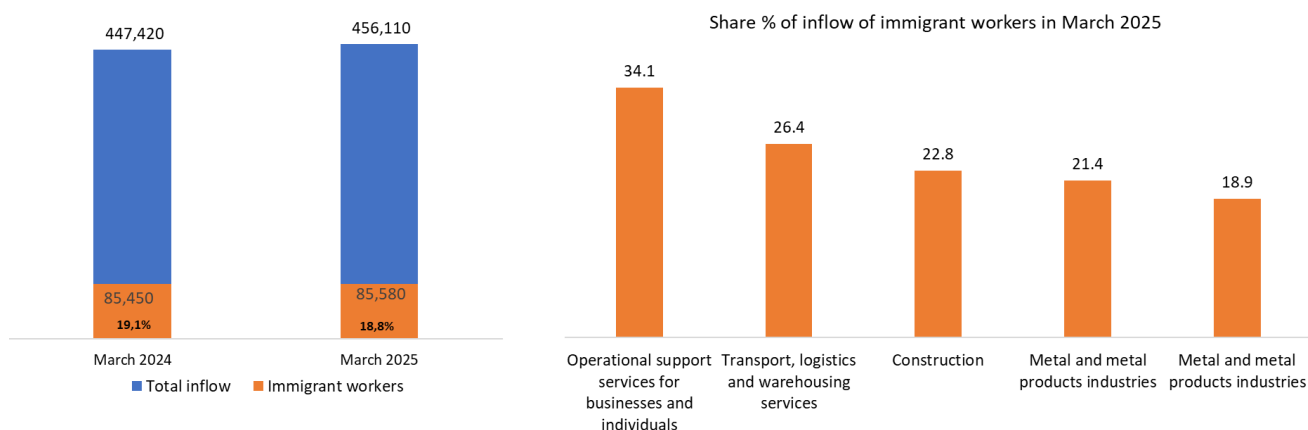
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

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



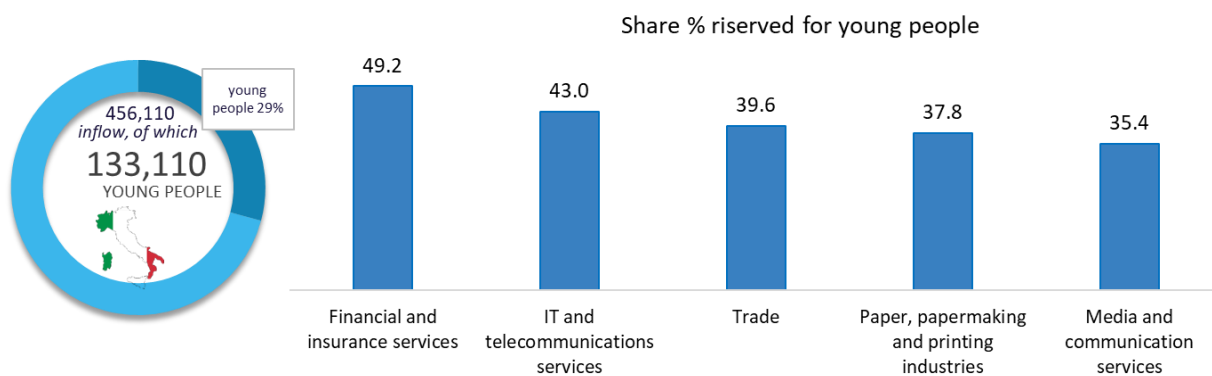
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2025

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 MARCH 2025 *

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

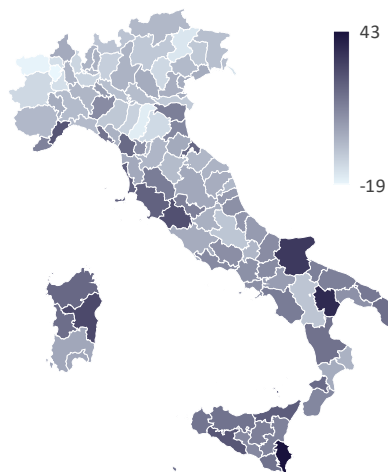
	INFLOW EXPECTED IN MARCH 2025	Distribu tion x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED march - may 2025
INFLOW	456,110	1,000	48.2	1,426,910
MANAGERS	800	1.7	65.5	2,340
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	24,380	53.5	49.4	71,810
Engineers	5,010	11.0	63.1	15,000
Specialists in management, commercial and banking sciences	5,280	11.6	44.8	14,920
Analysts and experts in designing applications	2,360	5.2	56.2	6,960
TECHNICAL PROFESSIONS	54,130	118.7	54.7	161,280
IT, telematics and telecommunications technicians	6,550	14.4	58.4	19,290
Engineering technicians	5,520	12.1	66.2	16,780
Goods and services production processes management technicians	4,730	10.4	68.2	15,230
Health technicians	9,690	21.2	62.5	25,630
Technicians of the organisation and administration of production activities	4,530	9.9	41.5	14,280
Market relations technicians	11,210	24.6	50.5	33,750
Commercial distribution technicians	2,310	5.1	64.3	6,310
OFFICE WORKERS	40,450	88.7	34.2	119,740
Secretarial and general affairs office staff	16,260	35.7	35.0	46,810
Customer reception and information office staff	14,170	31.1	33.8	41,560
Logistics administrative management office staff	3,500	7.7	32.3	10,260
Economic, accounting and financial management office staff	3,250	7.1	35.3	9,610
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	127,210	278.9	43.1	432,810
Sales people	40,250	88.2	31.8	123,910
Catering business operators	65,930	144.5	47.7	246,250
Qualified professions in health and social services	6,020	13.2	56.7	18,800
Beauty treatment professionals	5,050	11.1	65.8	14,850
Skilled professions in personal services	5,200	11.4	37.3	13,920
Qualified professions in security, surveillance and custodial services	2,640	5.8	26.8	8,800
ARTISANS, SPECIALISED LABOURERS AND AGRICULTURALISTS	81,760	179.2	66.3	232,370
Specialised labourers in construction and building maintenance	22,090	48.4	60.4	56,500
Building finisher artisans and specialised labourers	13,850	30.4	68.0	40,190
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar	9,180	20.1	75.6	23,170
Blacksmith ironworkers, tool makers and similar professions	3,060	6.7	75.7	9,360
Artisan mechanics, fitters, repairers and maintenance technicians for stationar	11,260	24.7	73.7	34,470
Electrical and electronic equipment installation and maintenance artisans and	5,310	11.6	65.5	18,490
Artisans and specialised workers in food processing	4,370	9.6	57.7	12,220
Toolmakers, workers and wood treatment craftsmen	2,140	4.7	71.3	5,960
Artisans and specialised workers in textile and clothing	3,080	6.8	70.8	8,600
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	50,010	109.6	54.6	154,070
Automatic and semi-automatic machinery workers for metal processing and for	2,660	5.8	60.9	8,790
Workers assigned to machinery in the industry of textiles, garments and simila	2,740	6.0	67.6	8,550
Workers assigned to assembly of industrial products	4,070	8.9	45.0	10,810
Workers assigned to industrial product packaging machines	3,050	6.7	26.8	9,870
Workers assigned to fixed machinery for the food industry	2,790	6.1	38.4	7,810
Drivers of motor and animal-drawn vehicles	22,560	49.5	61.6	69,330
Operators of earthmoving, lifting and material handling machinery	4,040	8.8	58.7	14,180
UNSKILLED PROFESSIONS	77,380	169.7	35.3	252,510
Unskilled staff assigned to moving an delivery of goods	25,200	55.2	34.5	74,170
Unskilled cleaning service staff	40,060	87.8	37.8	139,320
Unskilled staff custodian services for buildings, equipment and goods	3,810	8.4	12.5	11,290
Unskilled construction personnel	2,560	5.6	38.9	7,990
Unskilled staff assigned to manufacturing	2,710	5.9	32.4	8,440

* 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

THE INFLOW IN THE TERRITORIES IN THE MONTH OF MARCH 2025 AND IN THE PERIOD MARCH - MAY 2025

	March 2025		March - May 2025	Variation (a.v.)		Variation % forecast inflow march 2024/2023
	INFLOW FORECAST	% diff. recruiting	INFLOW FORECAST	march 2025/2024	mar - may 25/ mar - may 24	
PIEMONTE	27,670	49.5	82,580	-2,020	-4,750	
VALLE D'AOSTA	790	56.6	2,920	-170	-30	
LOMBARDIA	88,520	47.9	262,570	-5,560	-9,800	
LIGURIA	13,960	46.5	41,330	+950	+40	
TRENTINO ALTO ADIC	12,360	50.5	37,600	-470	-280	
VENETO	43,980	52.9	137,920	-810	-1,110	
FRIULI VENEZIA GIUL	8,710	56.2	28,370	-570	-1,000	
EMILIA ROMAGNA	39,240	51.2	124,350	-820	-2,380	
TOSCANA	32,410	52.2	101,640	+1,950	+3,350	
UMBRIA	5,610	53.8	16,290	+250	+590	
MARCHE	10,450	51.8	34,710	+30	+870	
LAZIO	45,000	42.2	140,430	+1,360	+10,020	
ABRUZZO	8,460	54.5	28,940	+360	+1,540	
MOLISE	1,530	49.3	4,900	+90	+480	
CAMPANIA	42,450	43.2	124,780	+3,890	+10,600	
PUGLIA	25,370	44.7	83,400	+3,530	+10,910	
BASILICATA	2,970	46.6	9,090	+260	+460	
CALABRIA	7,880	48.5	28,440	+770	+4,290	
SICILIA	27,940	44.6	88,760	+4,470	+11,210	
SARDEGNA	10,800	47.1	47,920	+1,190	+3,660	
NORD OVEST	130,940	48.1	389,400	-6,800	-14,550	
NORD EST	104,290	52.2	328,230	-2,670	-4,760	
CENTRO	93,480	47.5	293,060	+3,590	+14,830	
SUD E ISOLE	127,400	45.4	416,220	+14,570	+43,130	
ITALIA	456,110	48.2	1,426,910	+8,690	+38,660	



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