



Press release

## Labour: 538 thousand hirings expected by companies in September

**The demand for labor grew by 1.3% compared to September 2023 thanks above all to tourism and trade. Manufacturing and construction are slowing down. 47.2% of workers are difficult to find.**

Rome, 11 September 2024 – There are 538 thousand workers wanted by companies in September, with fixed-term contracts lasting more than one month or permanent ones. The employment forecasts of the Excelsior Information System Bulletin, created by Unioncamere and the Ministry of Labor and Social Policies<sup>1</sup>, show an increase of 7 thousand units compared to what was forecast in September 2023 (+1.3%), while for the September-November quarter In 2024, the expected hirings are just over 1.4 million, remaining almost stable compared to the same period in 2023 (+0.1%).

Driving the growth expected for the current month is the services sector: 386 thousand contracts planned by companies (+3.9% compared to 12 months ago), and over 1 million in the quarter, with the decisive contribution for employment growth coming from tourism businesses (+21.4% in September) and commercial businesses (+25.4%). However, demand from industrial companies slows down both in September (152 thousand, -7 thousand entries compared to a year ago; -4.6%), and in the quarter (418 thousand entries, -25 thousand entries; -5.7%). In particular, in September manufacturing companies are looking for around 98 thousand workers (-1.0%), while construction companies are looking for over 54 thousand (-10.5%). Among the main manufacturing sectors planning hiring are mechatronics with around 24 thousand contracts in the month and 64 thousand in the quarter (-6.8% on the month and -7.8 on the quarter) followed by metallurgy with 18 thousand contracts in the month and 48 thousand in the quarter (-10.2% and -12.9% respectively) and by the food industries which are looking for 17 thousand workers in September and 49 thousand for the entire September - November quarter (+23.7% and +23.5% respectively).

In the tertiary sector, services to people offer the greatest job opportunities, looking for 101 thousand workers in the month (-9.0%) and around 201 thousand in the quarter (-15.7%). This is followed by tourism with 84 thousand requests in the month (+21.4%) and 238 thousand in the quarter (+22.9%) and trade with 75 thousand workers in the month (+25.4%) and 230 thousand in the quarter (+24.1%).

From a dimensional point of view, the expectations of medium-large sized companies are positive with +9 thousand entries in the month (+2.3%) and +15 thousand in the quarter (+1.5%), while the forecasts of companies up to to 9 employees, respectively -1.8 thousand revenues compared to 12 months ago (-1.3%) and -13 thousand in the quarter (-3.2%). Fixed-term contracts are confirmed as the most proposed contractual form with 306 thousand units, equal to 56.9% of the total, followed by permanent contracts (104 thousand).

In September, companies declared difficulties in finding over 254 thousand hires (47.2% of the total), especially due to the "lack of candidates" (30.4%). The professional groups with the highest *mismatch* are specialized workers (65.6% share of hard-to-find income), managers (61.4%), technical professions (52.9%) and operators of fixed and mobile systems (51.5%). In particular, the

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<sup>1</sup> The forecasts for the month of September are based on interviews carried out on a sample of approximately 113,600 companies. The interviews were collected in the period 14 July 2024 - 31 July 2024.

Excelsior Professions Bulletin lists among the most difficult figures to find the specialized workers involved in finishing constructions (79.0%), the blacksmiths, tool builders (78.8%), the toolmakers, workers and wood treatment artisans (76.0%) and foundry workers, welders (73.3%). Also difficult to find are technicians managing the production processes of goods and services (71.9%), mechanics, fitters and repairers (69.5%), beauty care operators (66.3%) and field technicians. engineering (65.6%).

Companies are looking for immigrant workers to cover over 100 thousand entries scheduled in September, equal to 19.4% of the total contracts. Among the sectors that make most use of foreign labor are: operational support services for businesses and people (34.3% of scheduled entries will be covered by immigrant personnel), transport, logistics and warehousing services (32.8%), metallurgy (23.6%), accommodation and restaurant services (23.3%) and food (19.5%).

Opportunities for young people "under 30" are close to 165 thousand units, equal to 30.6% of the total hirings expected in September. The greatest employment opportunities for young people are offered by financial and insurance services (48% of entries covered by young people), IT and telecommunications services (47.6%), media and communication services (47.4%), trade (41.2%) and accommodation and restaurant services (41.0%).

At a territorial level, the demand for labor from companies in the North West and the Center is growing (+6 thousand hirings for both territorial areas), that of companies in the South and Islands is almost stable while it is decreasing for companies in the North East (-4 thousand hiring).

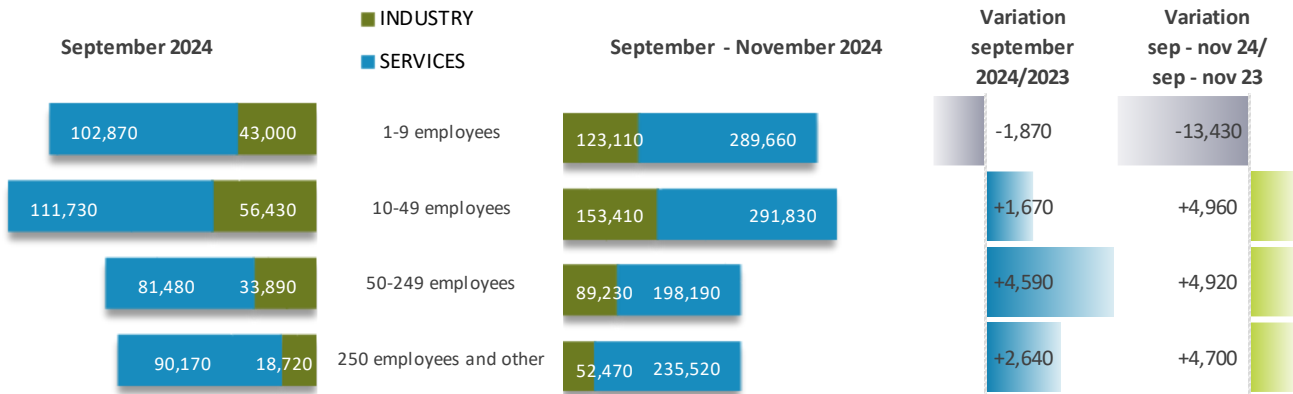
**INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR**

	Total inflow		Variation sep24 - sep23		Variation sep-nov24/sep-nov23	
	Planned September 2024	Planned sep-nov 24	v.a.	%	v.a.	%
<b>TOTAL</b>	<b>538,280</b>	<b>1,433,420</b>	<b>7,030</b>	<b>1.3</b>	<b>1,160</b>	<b>0.1</b>
<b>INDUSTRY</b>	<b>152,040</b>	<b>418,220</b>	<b>-7,360</b>	<b>-4.6</b>	<b>-25,230</b>	<b>-5.7</b>
<b>Manufacturing and PU</b>	<b>97,800</b>	<b>268,170</b>	<b>-1,010</b>	<b>-1.0</b>	<b>-6,140</b>	<b>-2.2</b>
Food, beverage and tobacco industries	17,070	49,230	3,280	23.7	9,360	23.5
Textile, clothing and footwear industries	11,540	31,350	-370	-3.1	-1,870	-5.6
Wood and furniture industries	4,710	12,370	-820	-14.8	-2,940	-19.2
Paper, paper transformation and printing industries	2,970	8,110	-190	-5.9	-440	-5.1
Chemical-pharmaceutical, plastic and rubber industries	8,330	22,760	-830	-9.0	-2,440	-9.7
Non-metallic mineral processing and mining industries	4,250	11,590	790	22.9	2,120	22.4
Metallurgical and metal products industries	18,140	48,280	-2,070	-10.2	-7,140	-12.9
Mechanical and electronics industries	23,580	64,070	-1,720	-6.8	-5,440	-7.8
Other industries	7,220	20,410	910	14.4	2,630	14.8
<b>Construction</b>	<b>54,240</b>	<b>150,050</b>	<b>-6,350</b>	<b>-10.5</b>	<b>-19,090</b>	<b>-11.3</b>
<b>SERVICES</b>	<b>386,240</b>	<b>1,015,200</b>	<b>14,390</b>	<b>3.9</b>	<b>26,390</b>	<b>2.7</b>
Commerce	74,770	229,670	15,120	25.4	44,640	24.1
Accommodation and catering services; tourist services	83,590	237,830	14,710	21.4	44,340	22.9
Transport, logistics and warehousing services	37,720	102,110	-6,080	-13.9	-23,520	-18.7
Media and communication services	7,930	20,430	-1,330	-14.3	-4,050	-16.5
IT and telecommunications services	12,540	34,360	-870	-6.5	-3,860	-10.1
Advanced business support services	22,840	63,320	1,410	6.6	2,740	4.5
Financial and insurance services	4,330	12,690	490	12.8	1,740	15.9
Operational support services for businesses and individuals	41,290	113,840	920	2.3	1,770	1.6
Personal services	101,230	200,960	-9,980	-9.0	-37,410	-15.7

Absolute values rounded to the nearest ten. The totals may not coincide with the sum of the single values.

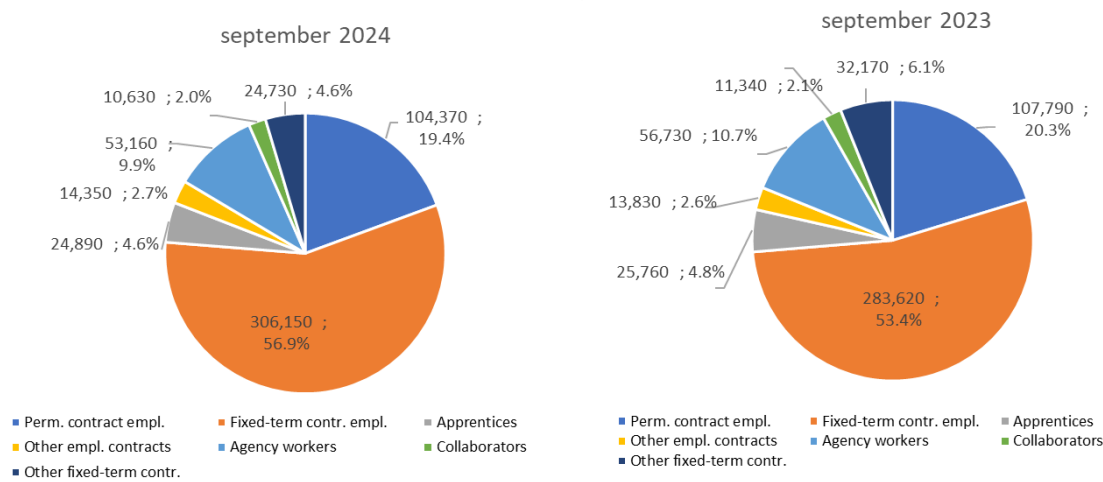
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



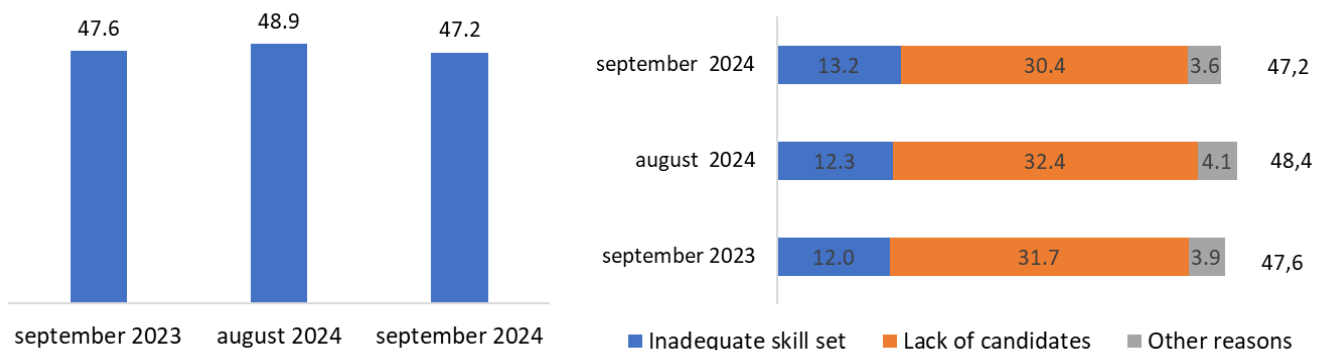
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



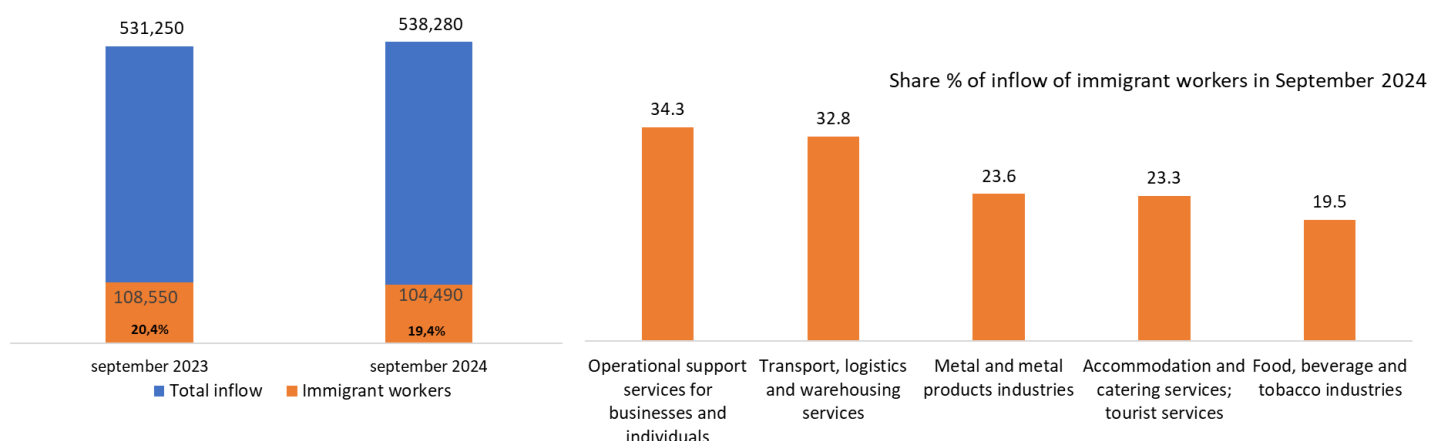
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

### DIFFICULTY IN RECRUITING AND REASONS (%)



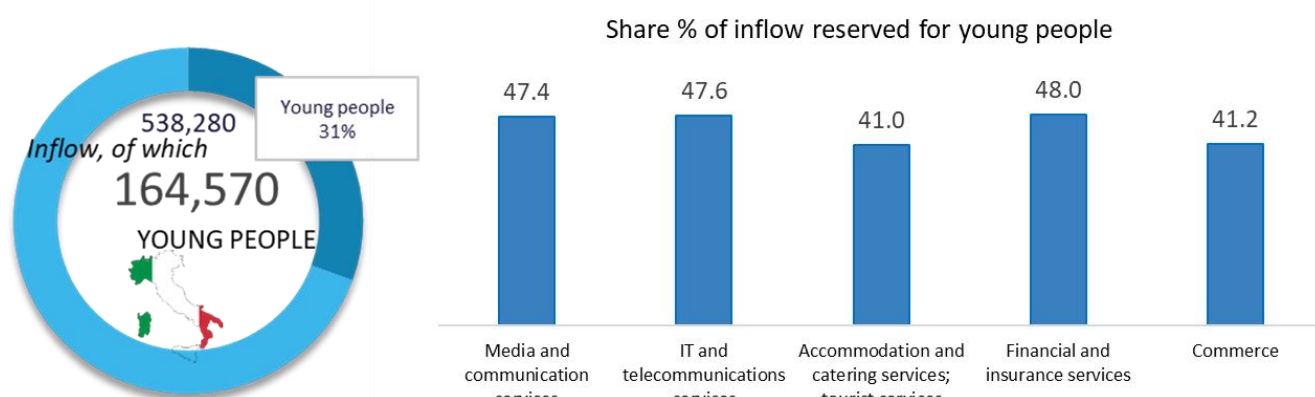
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

### 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. AND %)



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

## THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF SEPTEMBER 2024 \*

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

	INFLOW EXPECTED SEPTEMBER 2024	Distribu tion x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED september - november 2024
<b>INFLOW</b>	<b>538,280</b>	<b>1,000</b>	<b>47.2</b>	<b>1,433,420</b>
<b>MANAGERS</b>	<b>1,060</b>	<b>2.0</b>	<b>61.4</b>	<b>2,930</b>
<b>INTELLECTUAL, SCIENTIFIC AND HIGHLY specialized PROFESSIONS</b>	<b>52,820</b>	<b>98.1</b>	<b>42.9</b>	<b>100,320</b>
Engineers	4,990	9.3	60.1	13,180
Specialists in management, commercial and banking sciences	5,930	11.0	39.7	15,890
Specialists in artistic-expressive disciplines	2,350	4.4	29.0	6,000
Secondary and post-secondary school teachers	8,930	16.6	38.2	10,450
Primary and pre-primary school teachers	15,050	28.0	39.5	19,680
Other education and training specialists	4,470	8.3	40.8	7,150
Analysis and application design specialists	2,930	5.4	59.0	7,420
<b>TECHNICAL PROFESSIONS</b>	<b>73,420</b>	<b>136.4</b>	<b>52.9</b>	<b>183,900</b>
IT, telematics and telecommunications technicians	6,260	11.6	57.9	18,090
Engineering technicians	6,750	12.5	65.6	18,290
Goods and services production processes management technicians	5,500	10.2	71.9	15,590
Optical and audio-video equipment technicians	2,020	3.7	25.3	5,110
Health technicians	16,560	30.8	58.7	35,700
Technicians of the organisation and administration of production activities	5,580	10.4	44.1	15,710
Technicians of financial and insurance activities	2,100	3.9	31.9	5,650
Market relations technicians	13,480	25.1	55.2	36,770
Commercial distribution technicians	2,770	5.1	57.9	7,350
Teachers in professional training, instructors, coaches, athletes	6,590	12.2	28.9	10,590
<b>OFFICE WORKERS</b>	<b>46,910</b>	<b>87.2</b>	<b>33.2</b>	<b>124,120</b>
Secretarial and general affairs office staff	20,650	38.4	33.5	53,140
Counter and money movement workers	2,970	5.5	28.7	9,230
Customer reception and information office staff	12,650	23.5	31.5	32,150
Logistics administrative management office staff	4,580	8.5	31.0	13,220
Economic, accounting and financial management office staff	3,630	6.7	40.7	10,210
<b>SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES</b>	<b>136,680</b>	<b>253.9</b>	<b>43.1</b>	<b>395,950</b>
Sales people	42,640	79.2	32.9	134,040
Catering business operators	68,610	127.5	47.2	194,050
Qualified professions in health and social services	9,280	17.2	55.6	23,850
Beauty treatment professionals	4,960	9.2	66.3	14,660
Skilled professions in personal services	7,200	13.4	31.1	16,470
<b>SPECIALIZED LABOURERS</b>	<b>89,510</b>	<b>166.3</b>	<b>65.6</b>	<b>239,360</b>
Specialized labourers in construction and building maintenance	23,070	42.9	60.0	54,530
Building finisher artisans and specialized labourers	15,070	28.0	79.0	43,050
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	8,420	15.6	73.3	24,460
Blacksmith ironworkers, tool makers and similar professions	4,700	8.7	78.8	12,110
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile	11,600	21.5	69.5	32,760
Electrical and electronic equipment installation and maintenance artisans and specialized l	6,420	11.9	63.2	20,450
Artisans and specialized workers in food processing	4,730	8.8	49.2	12,920
Toolmakers, workers and wood treatment craftsmen	2,950	5.5	76.0	7,080
Artisans and specialized workers in textile and clothing	3,720	6.9	53.8	8,520
<b>PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS</b>	<b>56,270</b>	<b>104.5</b>	<b>51.5</b>	<b>160,100</b>
Automatic and semi-automatic machinery workers for metal processing and for mineral pro	4,740	8.8	59.2	10,620
Machinery operators manufacturing rubber and plastic materials	2,040	3.8	51.0	5,460
Workers assigned to machinery in the textile and packaging industry	2,730	5.1	60.4	9,200
Workers assigned to assembly of industrial products	4,900	9.1	45.3	12,910
Workers assigned to industrial product packaging machines	4,140	7.7	29.1	13,340
Workers assigned to fixed machinery for the food industry	3,050	5.7	32.7	8,680
Drivers of motor and animal-drawn vehicles	23,830	44.3	58.1	66,060
Operators of earthmoving, lifting and material handling machinery	4,640	8.6	52.9	13,200
<b>UNSKILLED PROFESSIONS</b>	<b>81,600</b>	<b>151.6</b>	<b>36.6</b>	<b>226,740</b>
Unskilled staff assigned to moving an delivery of goods	35,870	66.6	33.7	93,850
Unskilled cleaning service staff	36,330	67.5	39.7	103,140
Unskilled staff assigned to manufacturing	2,480	4.6	48.8	7,560

\* 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.

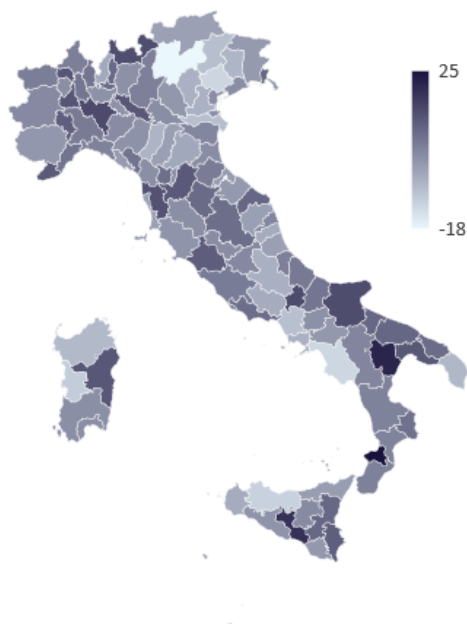
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

For more information:  
348.9025607-331.6098963



## THE INFLOW IN THE TERRITORIES IN THE MONTH OF SEPTEMBER 2024 AND IN THE PERIOD SEPTEMBER - NOVEMBER 2024

	September 2024		September - November 2024	Variations (v.a.)		% Variation forecasted inflow september 2024/2023
	INFLOW FORECAST	% diff. recruiting	INFLOW FORECAST	september 2024/2023	sep - nov 24/ sep - nov 23	
PIEMONTE	38,300	49.2	98,350	+1,240	-340	
VALLE D'AOSTA	1,220	52.6	4,660	+60	+490	
LOMBARDIA	125,380	46.0	313,970	+3,740	-670	
LIGURIA	11,180	51.2	30,970	+470	-630	
TRENTINO ALTO ADIGE	12,290	54.8	32,620	-1,490	-1,650	
VENETO	49,640	51.5	129,070	-2,300	-8,920	
FRIULI VENEZIA GIULIA	10,700	56.3	27,610	-70	-1,640	
EMILIA ROMAGNA	48,780	50.5	124,870	-460	-4,970	
TOSCANA	33,710	49.0	88,430	+2,270	+1,230	
UMBRIA	6,490	52.1	16,800	+400	+200	
MARCHE	13,030	52.2	34,560	+250	-660	
LAZIO	59,000	43.2	156,540	+2,740	+4,860	
ABRUZZO	10,220	48.5	28,370	+120	+1,340	
MOLISE	1,680	50.4	4,840	+130	+330	
CAMPANIA	39,140	43.2	114,340	-2,570	+50	
PUGLIA	26,980	42.2	77,550	+1,770	+5,790	
BASILICATA	3,310	51.8	9,410	+290	+630	
CALABRIA	8,780	46.1	28,040	+490	+3,340	
SICILIA	28,440	40.4	82,490	+90	+1,560	
SARDEGNA	10,010	47.2	29,930	-130	+810	
<b>NORTH WEST</b>	<b>176,070</b>	<b>47.1</b>	<b>447,950</b>	<b>+5,500</b>	<b>-1,150</b>	
<b>NORTH EAST</b>	<b>121,410</b>	<b>51.9</b>	<b>314,160</b>	<b>-4,320</b>	<b>-17,180</b>	
<b>CENTRAL</b>	<b>112,230</b>	<b>46.5</b>	<b>296,330</b>	<b>+5,660</b>	<b>+5,640</b>	
<b>SOUTH AND ISLANDS</b>	<b>128,580</b>	<b>43.6</b>	<b>374,980</b>	<b>+180</b>	<b>+13,850</b>	
<b>ITALY</b>	<b>538,280</b>	<b>47.2</b>	<b>1,433,420</b>	<b>+7,030</b>	<b>+1,160</b>	



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