



Press release

Labour: over 447 thousand hirings expected by companies in March

The forecasts are positive for tourism, trade and personal services and construction; manufacturing is decreasing

Rome, 18 March 2024 – There are over 447 thousand contracts planned by companies in the month of March and around 1.4 million are expected for the March-May quarter, with an increase of almost 30 thousand units compared to March 2023 (+7.1%) and around 112 thousand units on the same quarter of 2023 (+8.7%). The forecasts in the service sectors are growing (+10.5% in the month and +11.4% in the quarter), thanks in particular to the expected trends in tourism (+16% in the month and +14.3% in the quarter) and trade (+14.6% in the month and +17.2% in the quarter). The flows planned by construction companies are positive (+2.7% compared to March 2023 and +7.4% compared to the corresponding quarter) although a decrease of 1.5% compared to February 2024 should be noted. Manufacturing companies in March report a contraction in hiring compared to the same month of 2023 (-1.6%) and timid signs of growth in the quarter (+0.2%). This scenario is outlined by the Excelsior Information System Bulletin, created by **Unioncamere** in collaboration with **Ministry of Labour and Social Policies**¹.

Among the manufacturing sectors, which overall are looking for over 85 thousand workers in the month and 249 thousand in the quarter, the greatest job opportunities concern the mechatronics industries with around 23 thousand workers in the month and 66 thousand in the quarter, followed by the metallurgical industries (18 thousand and just over 50 thousand) and food (11 thousand and 33 thousand). There are 49 thousand hiring expected by companies in construction in March and 146 thousand until May. In the tertiary sector, there are approximately 313 thousand employment contracts that companies intend to activate in March and over 992 thousand those expected in the March-May quarter. Tourism is offering the greatest employment opportunities with around 82 thousand workers sought in the month and 299 thousand in the quarter, followed by trade (65 thousand and 194 thousand entries respectively) and personal services² (49 thousand and 154 thousand).

The difficulty in recruiting is still high, although slightly down compared to February, equal to 47.8% of the total, especially due to the lack of candidates to fill the open job positions. The most difficult profiles to find in the job market concern specialized workers (64.6%), plant operators (54.3%) and technicians (54.2%).

The hirings that companies expect to fill using immigrants concern 85 thousand units (equal to 19.1% of total revenue), with an increase of 8.5% compared to what was expected in March 2023. Companies that intend to make greater use of foreign labor are those of sectors of operational support services to businesses and people (33.7%), transport - logistics (28.4%) and construction (25.2%).

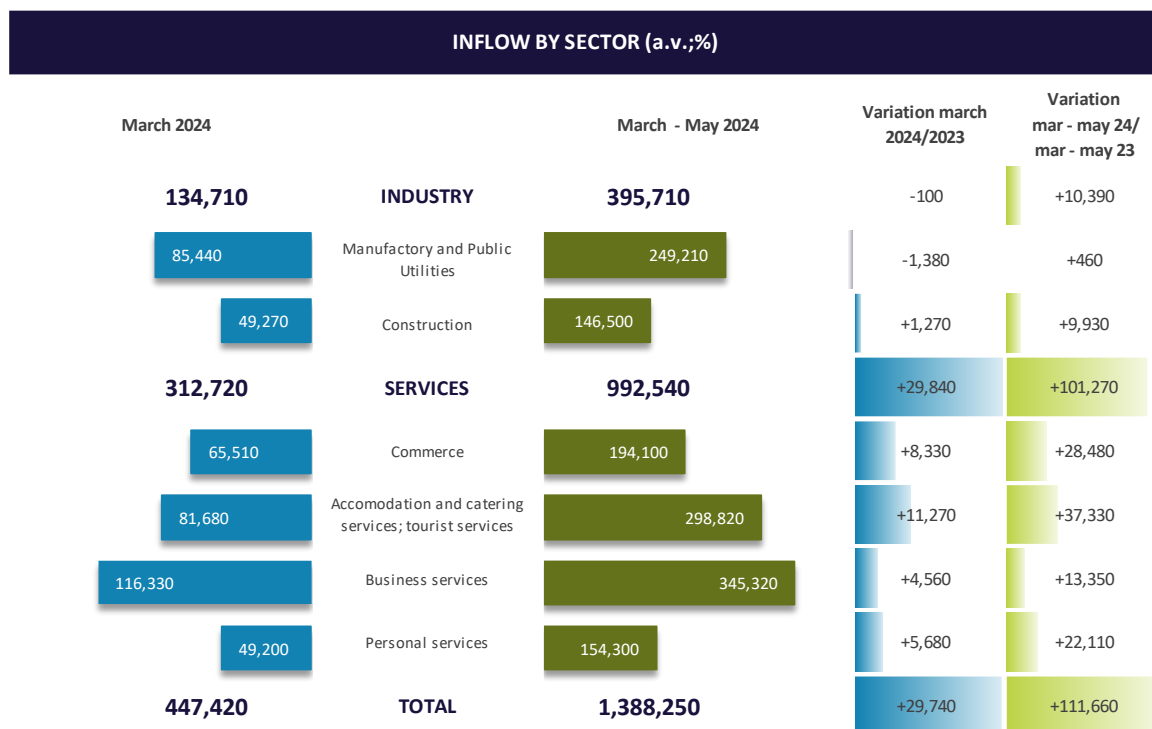
¹ The March forecasts are based on interviews conducted on a sample of around 113 thousand companies. The interviews were conducted between 29 January and 12 February 2024.

² Includes Private Education and Training Services, Private Health, Social Care and Health Services and Recreation, Cultural and Other Personal Services

Also in March, the flow of hiring is characterized by a prevalence of fixed-term contracts (239 units; 53.4% of the total), followed by permanent contracts (91 thousand; 20.4%) and temporary contracts (41 thousand; 9.2%).

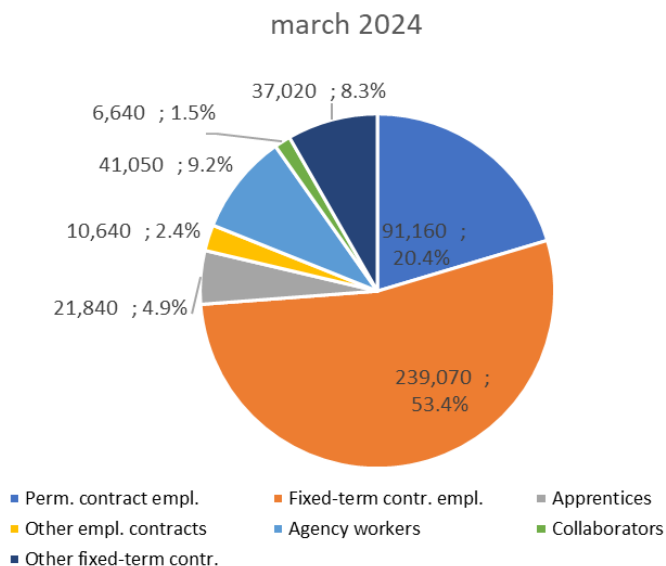
At a territorial level, it is worth underlining the high mismatch found by companies in the North East, which means that around 52.9% of the profiles sought are difficult to find, with peaks of 57.1% for Friuli-Venezia Giulia. Companies in the North West report difficulties in finding 47.9% of the profiles sought, followed by companies in the Center (45.9%) and those in Southern Italy (44.5%).

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



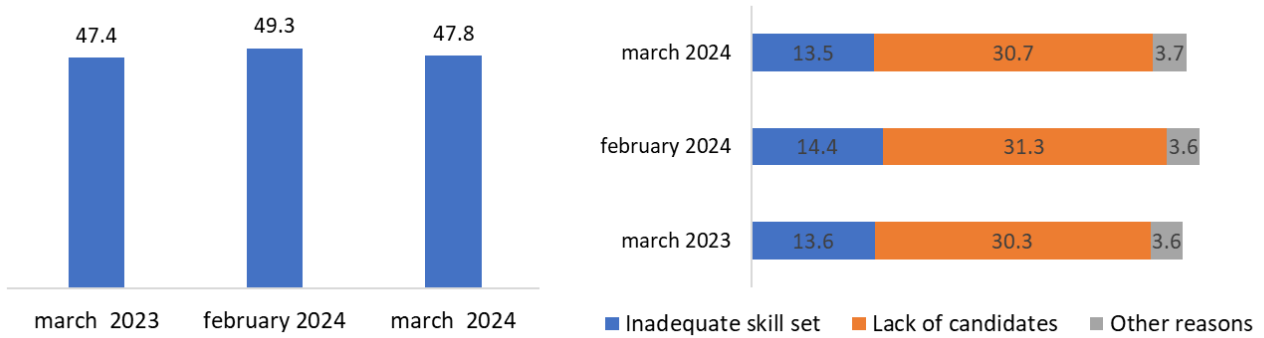
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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



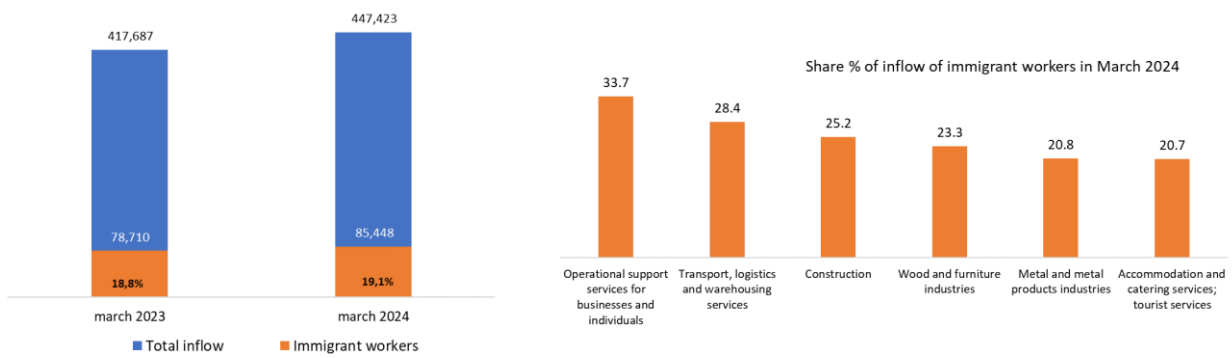
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

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

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

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

	INFLOW EXPECTED IN MARCH 2024	Distribu tion x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED march - may 2024
INFLOW	447,420	1,000	47.8	1,388,250
MANAGERS	820	1.8	46.3	2,470
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	29,070	65.0	43.9	81,640
Engineers	5,440	12.2	54.7	15,620
Specialists in management, commercial and banking sciences	6,010	13.4	40.6	17,090
Other education and training specialists	2,260	5.0	43.1	5,920
Analysts and experts in designing applications	3,370	7.5	63.1	9,030
TECHNICAL PROFESSIONS	59,290	132.5	54.2	172,160
IT, telematics and telecommunications technicians	7,110	15.9	57.3	20,890
Engineering technicians	7,050	15.8	62.2	18,500
Goods and services production processes management technicians	4,650	10.4	61.8	13,810
Health technicians	9,150	20.5	63.6	26,160
Technicians of the organisation and administration of production activities	5,310	11.9	42.8	16,800
Technicians of financial and insurance activities	2,350	5.2	41.3	7,330
Market relations technicians	11,480	25.7	55.0	34,040
Commercial distribution technicians	3,650	8.2	58.6	10,030
Teachers in professional training, instructors, coaches, athletes	3,140	7.0	46.1	8,410
OFFICE WORKERS	39,110	87.4	34.0	120,920
Secretarial and general affairs office staff	16,440	36.7	33.7	48,240
Customer reception and information office staff	11,740	26.2	31.9	39,970
Logistics administrative management office staff	3,950	8.8	30.5	11,920
Economic, accounting and financial management office staff	3,170	7.1	42.6	9,000
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	120,570	269.5	44.4	394,420
Sales people	41,020	91.7	31.5	119,150
Catering business operators	60,200	134.5	52.4	217,030
Qualified professions in health and social services	5,710	12.8	49.2	17,920
Beauty treatment professionals	4,950	11.1	54.8	12,220
Skilled professions in personal services	3,700	8.3	43.5	11,490
Qualified professions in security, surveillance and custodial services	2,940	6.6	24.4	11,360
ARTISANS, SPECIALISED LABOURERS AND AGRICULTURALISTS	78,010	174.4	64.6	226,340
Specialised labourers in construction and building maintenance	19,370	43.3	57.1	55,190
Building finisher artisans and specialised labourers	12,580	28.1	68.2	37,980
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar profession.	8,990	20.1	74.4	24,460
Blacksmith ironworkers, tool makers and similar professions	4,710	10.5	79.7	11,730
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobi	10,390	23.2	68.8	31,690
Electrical and electronic equipment installation and maintenance artisans and specialised	6,050	13.5	63.1	18,440
Artisans and specialised workers in food processing	3,040	6.8	55.2	9,670
Artisans and specialised workers in textile and clothing	3,630	8.1	56.9	10,100
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	52,730	117.8	54.3	158,820
Automatic and semi-automatic machinery workers for metal processing and for mineral p	4,500	10.0	63.7	12,980
Workers assigned to machinery in the industry of textiles, garments and similar	2,800	6.3	70.1	9,590
Workers assigned to assembly of industrial products	4,290	9.6	53.5	11,580
Workers assigned to industrial product packaging machines	2,930	6.5	31.5	8,730
Workers assigned to fixed machinery for the food industry	2,460	5.5	35.6	7,480
Drivers of motor and animal-drawn vehicles	21,010	47.0	63.0	63,550
Operators of earthmoving, lifting and material handling machinery	6,750	15.1	44.0	20,220
UNSKILLED PROFESSIONS	67,830	151.6	33.7	231,500
Unskilled staff assigned to moving an delivery of goods	21,490	48.0	30.5	71,110
Unskilled cleaning service staff	34,860	77.9	36.1	120,820
Unskilled staff custodian services for buildings, equipment and goods	2,720	6.1	21.9	9,510
Unskilled staff in agriculture and greenery maintenance	2,020	4.5	45.6	6,320
Unskilled construction personnel	2,790	6.2	33.3	8,170
Unskilled staff assigned to manufacturing	2,770	6.2	32.8	10,340

* 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.

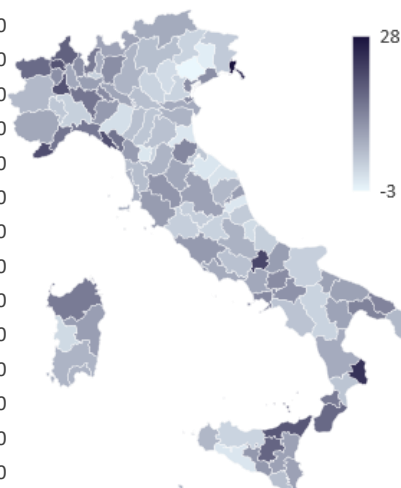
Source: Unioncamere - Ministry of Labour and Social Policies, Excelsior Information System, 2024

For more information:
348.9025607-331.6098963



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

	March 2024		March - May 2024	Variation (a.v.)		Variation % forecast inflow march 2024/2023
	INFLOW FORECAST	% diff. recruiting	INFLOW FORECAST	march 2024/2023	mar - may 24/ mar - may 23	
PIEMONTE	29,690	49.9	87,330	+1,870	+7,120	
VALLE D'AOSTA	960	52.8	2,940	+130	+570	
LOMBARDIA	94,080	46.9	272,370	+7,490	+20,970	
LIGURIA	13,010	49.7	41,300	+1,770	+4,710	
TRENTINO ALTO ADIGE	12,830	55.0	37,880	+730	+2,840	
VENETO	44,790	52.9	139,020	+1,240	+6,650	
FRIULI VENEZIA GIULIA	9,290	57.1	29,360	+750	+2,080	
EMILIA ROMAGNA	40,060	51.2	126,730	+1,540	+6,540	
TOSCANA	30,460	49.9	98,290	+1,850	+6,840	
UMBRIA	5,360	54.7	15,700	+360	+910	
MARCHE	10,420	51.0	33,830	+130	+590	
LAZIO	43,640	40.8	130,410	+3,490	+10,400	
ABRUZZO	8,100	51.9	27,400	+220	+1,930	
MOLISE	1,430	52.0	4,410	--	+360	
CAMPANIA	38,570	42.9	114,180	+3,310	+13,380	
PUGLIA	21,840	42.9	72,500	+1,600	+6,960	
BASILICATA	2,710	48.6	8,630	+100	+550	
CALABRIA	7,110	47.1	24,150	+670	+2,860	
SICILIA	23,470	42.6	77,550	+1,540	+8,880	
SARDEGNA	9,610	48.8	44,270	+780	+6,520	
NORTH WEST	137,740	47.9	403,950	+11,270	+33,370	
NORTH EAST	106,960	52.9	332,990	+4,260	+18,120	
CENTRAL	89,890	45.9	278,230	+5,820	+18,730	
SOUTH AND ISLANDS	112,840	44.5	373,090	+8,390	+41,440	
ITALY	447,420	47.8	1,388,250	+29,740	+111,660	



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