

## Labour market

### First quarter of 2018

#### an integrated picture

The first quarter of 2018 was characterised by stationary employment compared to the last three months of 2017, in an overall panorama of increasing unemployment and decreasing inactivity.

The short term dynamics of the labour market was part of a macroeconomic phase of slight deceleration of the GDP growth (+0.3% quarter over quarter and +1.4% on an annual basis). Overall, the economy of the Euro area countries grew by 0.4% compared to the previous quarter and by 2.5% compared to the first quarter of 2017. In Italy, economic growth was associated with a reduction in labour input quarter over quarter (-0.2%) and an increase on a yearly basis (+0.7%) with growth in labour productivity both compared to the previous three months and on an annual basis.

On the labour supply side, in the first quarter of 2018 employment remained substantially stable compared to the previous quarter, due to the further increase in fixed-term employees (+69 thousand, +2.4%) and the corresponding decrease in both permanent employees (-23 thousand, -0.2%) and self-employed (-37 thousand, -0.7%). The employment rate remained broadly unchanged at 58.2%, too. In the most recent monthly data (April 2018), net of seasonality, the number of employees continued to grow compared to March 2018.

The dynamics over the last year show an increase by 147 thousand employees (+0.6% in one year), limited to fixed-term employees (+385 thousand) against a decline of those on permanent contracts and the self-employed. For the fourteenth consecutive quarter, full-time employment increased while part-time employment decreased for the second consecutive time, after uninterrupted growth since 2010. On the basis of flow data, after twelve months, it is estimated that there was an increase in passages from part-time to full-time, especially for those who experienced involuntary part-time work. In the first quarter of 2018, the growth of employment and the related rate for young people aged 15-34 continued, on both the quarterly and yearly bases. The increase in employment, spread across genders and geographical areas, was more intense for women and in the South and Islands area.

The unemployment rate increased slightly compared to the previous quarter and decreased compared to the previous year, while the rate of inactivity declined moderately in both cases. In the April 2018 data the stability of the unemployment rate was associated with a significant reduction in the inactivity rate on the previous month.

In the year over year comparison, for the fourth consecutive quarter, the decrease in the number of unemployed continued (-135 thousand in one year, -4.3%). It affected both genders and in about nine cases out of ten young people aged 15-34. The reduction of 15-64 year olds inactive (-87 thousand, -0.6%) was due exclusively to women and was concentrated in the South and Islands area.

In the flow data the passage towards employment increased only towards fixed-term work; the increase concerned above all the people with high educational attainment and the residents in the South and Islands area.

On the business side, the signs of short-term growth in labour demand were confirmed, with increases in employee jobs by 0.8% compared to the previous quarter and 3.3% on an annual basis, as a result of growth in both industry and services. However, the increase in the number of jobs was associated with a decrease in hours worked per employee on a quarter over quarter basis (-0.5%), while these remained unchanged on an annual basis. In addition, the use of short-time working allowance hours continued to decline. The vacancy rate, while remaining stable compared to the previous quarter, increased by 0.1 percentage points year on year. Wages and salaries showed a slight increase compared to the previous quarter (+0.1%) but remained stable on an annual basis. Social security contributions rose by 0.5% on a quarter over quarter basis and by 1.5% on an annual basis. As a result, labor costs increased by 0.3% compared with the previous quarter and by 0.4% compared with the same quarter of the previous year.

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**TABLE 1. LABOUR INDICATORS. Q1 2018, absolute values, percentage values and index numbers, percentage points changes**

	Seasonally adjusted		Not seasonally adjusted data y-o-y (Q1 2018/Q1 2017)
	Value	Percentage changes (Q1 2018/Q4 2017)	
<b>LABOUR INPUT (a) (b)</b>			
<i>National Accounts</i>			
Hours worked (thousands)	10.857.960	-0,2	0,7
Agriculture	595.113	-0,3	-1,9
Industry excluding construction	1.868.548	-0,4	1,6
Construction	679.930	-3,5	-3,0
Services	7.714.369	0,2	1,0
<b>LABOUR SUPPLY</b>			
<i>Labour force survey</i>			
Employed (thousands)	23,081	0.0	0.6
Employees	17,818	0.3	1.9
Permanent	14,895	-0.2	-0.3
Temporary	2,923	2.4	16.2
Self-employed	5,264	-0.7	-3.4
Employment rate (aged 15-64) (percent and percentage points changes)	58.2	0.0	0.4
15-34 years	41.0	0.3	0.5
35-49 years	72.8	-0.2	-0.2
50-64 years	59.7	0.1	1.2
Unemployed (thousands)	2,893	0.6	-4.3
Unemployment rate (percent and percentage points changes)	11.1	0.1	-0.5
Inactive population (aged 15-64) (thousands)	13,293	-0.3	-0.6
Inactivity rate (aged 15-64) (percent and percentage points changes)	34.4	-0.1	-0.1
<b>EMPLOYEE LABOUR DEMAND (a) (c)</b>			
<i>Oros, Large enterprises and Vela Surveys</i>			
Number of jobs (index 2015=100)	108.6	0.8	3.3
Temporary employment agency jobs (d) (index 2015=100)	151.3	4.8	23.9
Hours worked (e) (f) (index 2015=100)	110.3	0.9	4.1
Per capita hours worked (c) (e) (index 2015=100)	100.7	-0.5	0.0
Short-time working allowance hours per 1,000 hours worked (e) (absolute changes per 1,000 incidence)	na	na	-2.7
Job vacancy rate (e) (percent and percentage points changes)	1.0	0.0	0.1
<b>EMPLOYEE LABOUR COST</b>			
<i>Oros, Large enterprises and Vela, Contractual Wages and Salaries Survey</i>			
Gross wages and salaries (a) (c) (index 2015=100)	100.8	0.1	0.0
Social security contributions (a) (c) (index 2015=100)	99.5	0.5	1.5
Labour cost (a) (c) (index 2015=100)	100.5	0.3	0.4
Cash wages according to collective labour agreements (monthly average in euros) (g)	1,951	-	1.1

(a) Provisional data.

(b) For the hours worked (National Accounts) the change over the same period of the previous year is computed on seasonally adjusted data.

(c) Section from B to S (excluding O) of the Nace Rev 2 classification of economic activities.

(d) Number of jobs relating to hires by employment agencies.

(e) Enterprises with at least 10 employees.

(f) The change over the same period of the previous year is computed on calendar day adjusted data.

(g) Not seasonally adjusted data calculated with a fixed employment structure (base December 2010).

## Main results (first quarter of 2018)

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In the first quarter of 2018, the quarter over quarter dynamics of the labour market showed a substantial stability in employment, a rise in unemployment and a fall in inactivity. The labour input used as the whole by the economic system (expressed in hours worked as in the National Accounts) fell by 0.2% on a quarter over quarter basis and increased by 0.7% in yearly terms.

Employment estimated with the Labour Force Survey, equal to 23 million 81 thousand people net of seasonal effects, was substantially stable compared to the previous quarter (+9 thousand); growth in the North (+0.1%) and in the South and the Islands (+0.2%) was offset by the decrease in the Centre (-0.3%).

The employment rate was stable at 58.2%, reflecting the growth for 15-34 year olds (+0.3 points) and 50-64 year olds (+0.1 points) and the decline for 35-49 year olds (-0.2 points).

The short-term stability of the number of employees was the result of a further increase in fixed-term employees (+69 thousand, 2.4%) against a drop in permanent employees (-23 thousand, -0.2%) and self-employment (-37 thousand, -0.7%).

The unemployment rate, after the fall of previous quarter, rose by 0.1 points in quarter over quarter terms to 11.1%. The inactivity rate dropped to 34.4% (-0.1 points) in three months.

In industrial and service enterprises the employee jobs increased by 0.8% on a quarter over quarter basis and by 3.3% on a year on year basis; the number of hours worked rose by 0.9% compared to the previous quarter and by 4.1% compared to the same quarter of the previous year. The per capita hours worked decreased by 0.5% quarter-on-quarter and remained unchanged on an annual basis. At the same time short-time working allowance hours fell from 10.2 to 7.5 per thousand hours worked. Temporary employment agency jobs continued to show a strong growth, increasing by 4.8% on a short-term basis and 23.9% year-on-year.

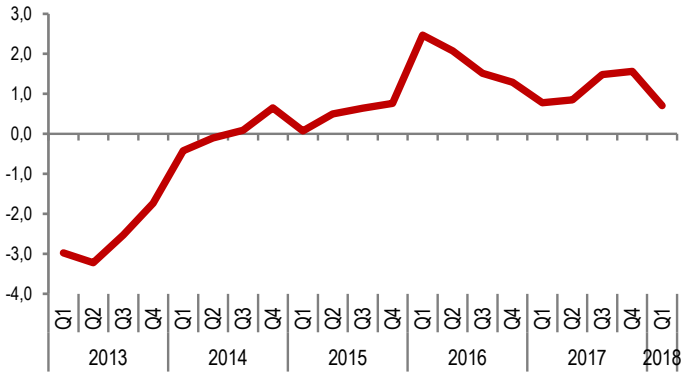
Job vacancy rate in enterprises with at least 10 employees remained unchanged with reference to the previous quarter and increased by 0.1 percentage points year-on-year.

The seasonally adjusted index of labour costs per full time equivalent (FTE) increased on a short term basis by 0.3%, as a result of a 0.1% increase of wages and salaries and a 0.5% increase of social security contributions. On a yearly basis the index of labour costs increased by 0.4%, as a result of unchanged wages and salaries and a 1.5% increase of social security contributions.

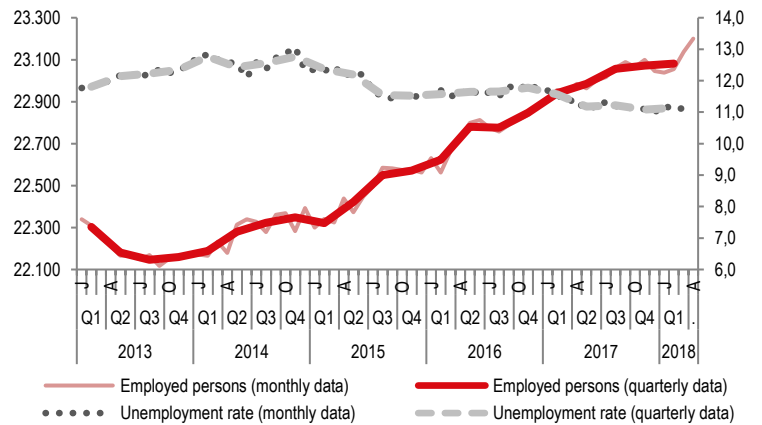
This quarter, "Focus on" at page 5 looks more closely at the dynamics of the labour market in recent years through the analysis of the longitudinal data of the Labour Force Survey, with reference to the 12-month transitions from employment to unemployment or inactivity.

The methodological note (in Italian only) contains the confidence intervals of the sample estimates of the main non-seasonally adjusted indicators on labour supply and of some indicators on labour demand.

**FIGURE 1. HOURS WORKED - TOTAL ECONOMY. Q1 2013–Q1 2018, seasonally adjusted data, percentage change over the same quarter of the previous year**

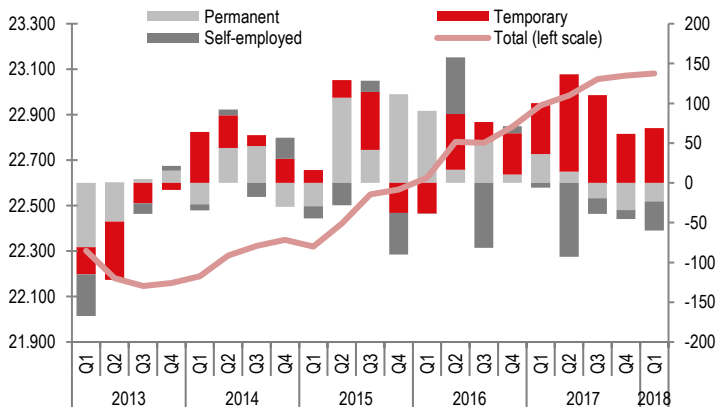


**FIGURE 2. EMPLOYED (left scale) AND UNEMPLOYMENT RATE (right scale). Q1 2013– Q1 2018, seasonally adjusted data, thousand and percentage rates**

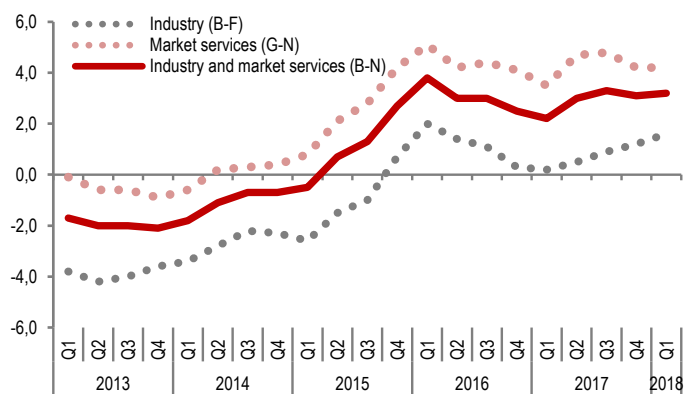


**FIGURE 3. EMPLOYEES (PERMANENT AND TEMPORARY) AND SELF-EMPLOYED**

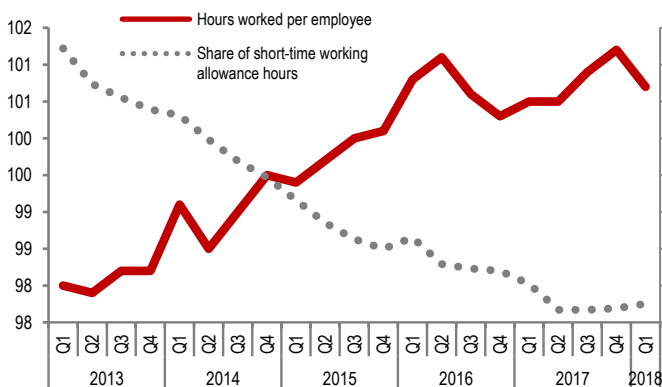
Q1 2013–Q1 2018, seasonally adjusted data, values (left scale) and absolute changes over previous period (right scale)



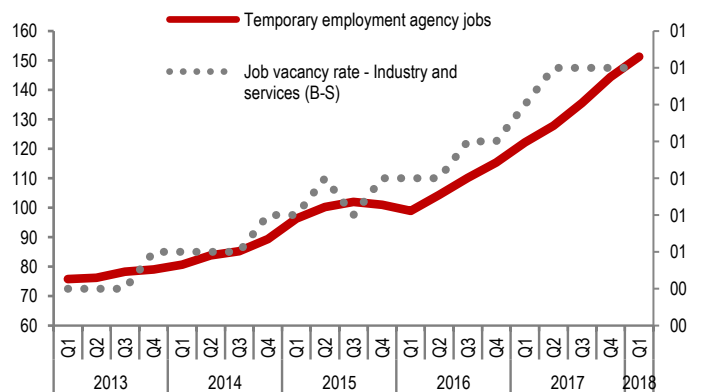
**FIGURE 4. NUMBER OF JOBS IN INDUSTRY AND MARKET SERVICES (B-N). Q1 2013 – Q1 2018, not seasonally adjusted data, percentage change over the same quarter of the previous year (2015=100)**



**FIGURE 5. PER CAPITA HOURS WORKED (left scale) AND PERCENTAGE OF SHORT-TIME WORKING ALLOWANCE HOURS (right scale) FOR ENTERPRISES WITH AT LEAST 10 EMPLOYEES IN INDUSTRY AND SERVICES (B-S). Q1 2013 – Q1 2018, seasonally adjusted indices (2015=100) and percentage on 1,000 hours worked**



**FIGURE 6. TEMPORARY EMPLOYMENT AGENCY JOBS (left scale) AND JOB VACANCY RATE FOR ENTERPRISES WITH AT LEAST 10 EMPLOYEES (right scale) IN INDUSTRY AND SERVICES (B-S) Q1 2013–Q1 2018, indices (2015=100) and seasonally adjusted percentage values**



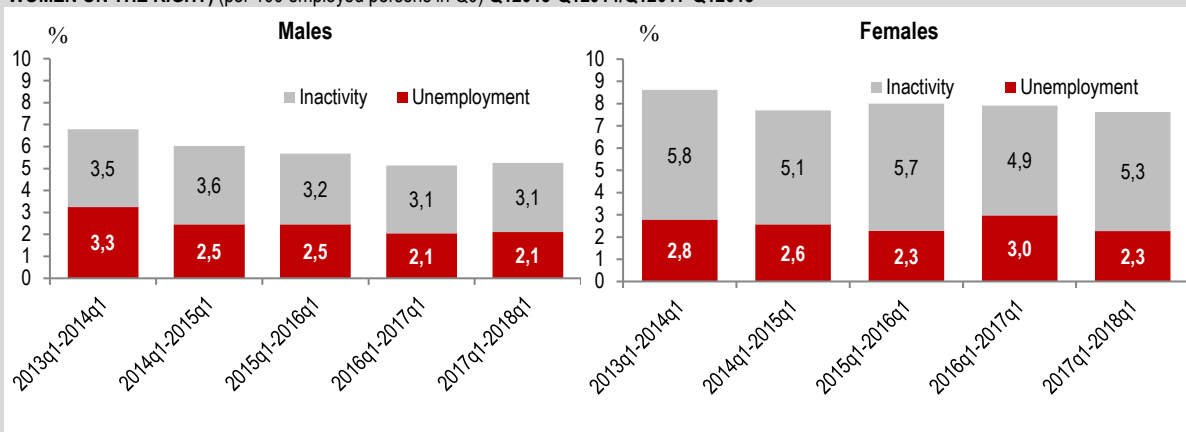
a focus on...

**People moving out of employment**

The longitudinal data from the Labour Force Survey allow an in-depth analysis of transitions from employment to other employment conditions after twelve months, according to socio-demographic and labour characteristics. As regards entry into employment, 9.3% of the individuals who in the first quarter of 2017 were not in employment found a job in the first quarter of 2018; the value was significantly higher for the unemployed (22.2%) than for the inactive (6.5%). With reference to outflows from unemployment, which is the focus of this section, 6.3% of people employed in the first quarter of 2017 moved to non-employment after twelve months: 4.1% fell into inactivity, while 2.2% into unemployment.

The transition to non-employment affected more women than men (7.6% and 5.2%, respectively): exits to inactivity (5.3% and 3.1%, respectively) exceeded those to unemployment (2.3% and 2.1%). The dynamics of the Italian labour market in recent years showed an increase in permanence in employment (from 92.4% in Q1 2013-Q1 2014 to 93.7% in Q1 2017-Q1 2018) and a decrease in the transition from employment to non-employment, from 7.6% to 6.3%, with a stronger reduction in the transition to unemployment (from 3.1% to 2.2%) rather than to inactivity (from 4.5% to 4.1%). The number of men who lost their jobs and became unemployed showed a marked decrease from 2.8% to 2.3%, while the trend of women's transition to both unemployment (from 2.8% to 2.3%) and inactivity (from 5.8% to 5.3%) was more fluctuating (Figure 1).

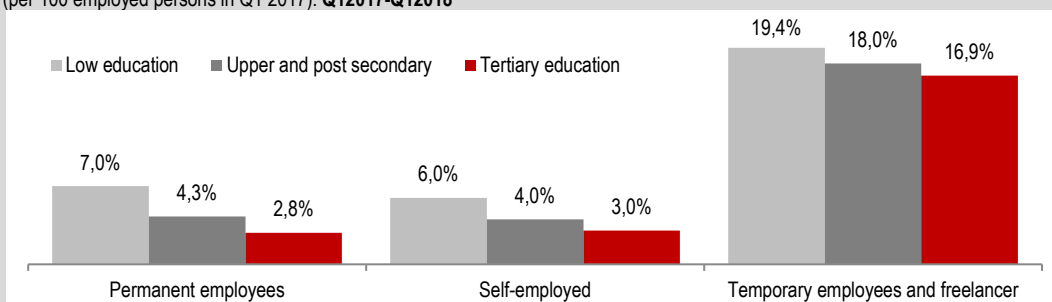
**FIGURE 1. TRANSITION RATE FROM EMPLOYMENT TO INACTIVITY AND UNEMPLOYMENT OVER 12 MONTHS, BY SEX (MEN ON THE LEFT, WOMEN ON THE RIGHT) (per 100 employed persons in Q0) Q12013-Q12014/Q12017-Q12018**



From the first quarter of 2017 to the first quarter of 2018, the exit rate from employment was higher among young people aged 15-34 (10.5% for men, 13.6% for women) and lower for the 35-49 age group (4.3%). The transition to unemployment for young people was 4.4%, decreasing to 1.8% for the 35-49 age group and to 1.2% for the 50-64 year-olds, with only little difference by gender. On the contrary, the transition to inactivity showed, especially among young people, a wide gender disparity, with values of 9.3 and 3.7%, respectively. Outflows from employment were more contained in the North, where they stabilised at 5.2%, followed by the Centre with 6.2%, and were higher in the South and Islands, where they rose to 8.5%.

The probability of exiting from employment increased as the level of education decreased (it was 4.6% for university graduates, 5.8% for secondary school graduates, and 8.1% for people with compulsory schooling). The type of contract obviously affected the chances of exiting from employment: 18.1% of people with a fixed-term employment contract lost their jobs after one year, with about 4 times higher odds than those with permanent contract and the self-employed. Higher education degree confirmed to be a protective factor for all types of contracts, but particularly for more stable employment; among employees on permanent contracts, the probability of losing their jobs was 2.5 times higher for those with only compulsory schooling than for university graduates (7.0% against 2.8%), and twice as much among the self-employed (6.0% against 3.0%) (Figure 2).

**FIGURE 2. TRANSITION RATE FROM EMPLOYMENT OVER 12 MONTHS, BY TYPE OF CONTRACT AND EDUCATION LEVEL (per 100 employed persons in Q1 2017). Q12017-Q12018**



## Glossary

**Active persons:** persons aged 15 years and over who during the reference week (the week the information refers to) had at least one of the following characteristics:

- worked for pay or profit in a job or business for at least one hour;
- worked unpaid in the family enterprise where they usually work;
- did not work as they were temporarily away from their jobs (for holidays or sickness). Out of service-employees are considered employed if the absence from work is no longer than three months, or if they keep on perceiving half of the wage at least. The self-employed persons out of service, except for family workers, are considered employed if they continue their activity during their absence. Family workers are considered employed if the absence from work is no longer than three months.

The previous conditions are independent of the signing of an employment contract and therefore the employed estimated through the sample Labour Force survey include also forms of irregular work.

**Business surveys: OROS** (Employment, wages and salaries and social charges), **GI** (Large Enterprises) and **Vela** (Job vacancies and hours worked): the Oros survey produces quarterly information on employment trends (Full-Time Equivalent - FTE), wages, salaries and social charges for employees of all size enterprises and private institutions. Oros indicators are estimated by integrating administrative data from INPS (the Italian National Institute for Social Security) and data from the monthly survey on Large Enterprises (GI). The Vela survey is a quarterly data collection on job vacancies and hours worked that measures - together with the monthly survey on employment, working hours, wages and salaries and labour cost in large enterprises - job vacancies, hours worked and hours paid in enterprises of the private sector with at least 10 employees, excluding agriculture.

**Contractual wages and salaries in cash value:** includes all compensation items used to calculate the monthly index of contractual wages and salaries plus any arrears and one-time bonuses. The amounts related to each compensation item (wage or salary) are allocated to the months of actual payment. Wages and salaries in cash value are calculated for all grades envisaged when defining the base (which is the same as that of the index of contractual wages and salaries). The aggregates are then determined according to a constant structure of employment, which allows for monitoring the pay trend, net of the effects due to changes in the structure of employment by professional status and grade.

**Data adjusted for calendar reasons:** working day adjusted data, Easter holidays and leap year.

**Employment rate:** Ratio between employed people of a given age group (usually aged 15-64) and the overall resident population of that given age group.

**Full-time equivalent (FTE):** a unit to measure the volume of work performed in all jobs. It is obtained by reducing to full-time equivalent (the unit value of) part-time jobs and temporary agency jobs. In the OROS survey FTEs include middle managers, employees, workers, salespersons, apprentices and home workers. Managers are excluded. Unlike the number of employed people, the calculation of FTEs excludes workers benefiting from the short time working allowance or job-security agreements.

Within the framework of national accounts, FTEs measure the number of full-time equivalent jobs and provide a measure of labour input used for the production of income in the economic territory of the country. This measure is calculated because hours worked may differ from a full-time standard depending on the kind of job: main activity or secondary jobs, working time (full-time, part-time), declared or undeclared to fiscal or social contributions authorities. Full time equivalent units are obtained as the ratio between the total amount of hours actually worked and the average number of hours worked by a full-time job.

**Hours of job-security agreement:** hours not worked due to job-security agreements.

**Hours of short-time working allowance:** total amount of ordinary, extraordinary, exceptional hours of short time working allowance, and hours of job-security agreement used by enterprises in the reference quarter.

**Hours worked:** total number of ordinary hours and overtime, worked by employees with an employment contract, excluding managers. Within the framework of national accounts, the hours actually worked – both paid and unpaid in any occupation (employed and self-employed) - provided they produce income. The calculation of hours worked includes the hours worked during ordinary working hours, the hours worked in addition to the ordinary working hours (overtime), the time needed for activities such as preparation of the workplace and the time corresponding to short breaks at work. The calculation excludes: hours paid but not actually worked (annual leaves, holidays and sick leaves, etc.), meal breaks and the way to and from work.

**Hours worked per employee:** average number of ordinary and extraordinary working hours of employees under contract.

**Inactive persons:** All persons not classified as employed or job seekers (unemployed).

**Inactivity rate:** Ratio between people that are not part of the labour force in a given age group (usually aged 15-64) and the **overall** resident population of that given age group.

**Involuntary part-time work:** individuals working part-time who accepted to work part-time because a full –time job could not be found.

**Job-security agreement:** job agreement between employer and trade unions aimed at reducing the working time, with the purpose to maintain the current employment levels in case of enterprise crisis or to hire new employees through a planned working time or wages reduction program (L.863/84).

**Job vacancies** are the posts, either newly created or already existing, unoccupied or about to become vacant, which the employer actively seeks to fill with - and is prepared to make further efforts to find - a suitable candidate from outside the enterprise. The data presented here refers to job vacancies for employees, available as of the last day of the reference quarter. Therefore, they measure the staff search which at that date has already started and not yet been completed (because a suitable candidate has not been already hired and the company has not decided to stop the search).

**Job vacancy rate:** ratio between the number of vacant posts and the sum of vacant and occupied posts. Therefore, the job vacancy rate measures the part of occupied and vacant jobs for which staff search is ongoing. The data used to calculate the job vacancy rate refers to the last day of the reference quarter.

**Labour cost:** total expenditure borne by employers for employing staff (including wages, salaries in cash and in kind, employers' social security contributions, vocational training costs).

**Labour force:** People in employment and unemployment.

**Largest municipalities:** municipalities that at 2001 Census had at least 250 thousand inhabitants (Roma, Milano, Napoli, Torino, Palermo, Genova, Bologna, Firenze, Bari, Catania, Venezia, Verona, Messina).

**NACE Rev.2:** classification of economic activities published in the Official Journal on 20 December 2006 (Regulation EC of the Council and the European Parliament No 1893/2006) and adopted by Istat on 1 January 2008.

**Ordinary hours:** all the hours worked, included at night and during holidays and excluding overtime, hours of Short time working allowance and hours not worked due to holidays, days-off and in general, hours not worked even if a compensation for them was received.

**Overtime:** time worked in addition to hours worked during normal periods of work, net of compensation of stored overtime credit systems, Working hours on Sundays, nights or public holidays are considered as overtime only if they are not included in the working time under contract or stored overtime credit systems.

**Payroll job:** employment contract between a single natural person and a production unit (enterprise), the object of which is the performance of work in return for compensation (pay). Payroll jobs, therefore, are the number of jobs occupied by employees (both full- or part-time) regardless of the amount of hours worked on a given reference day. Just like the number of employees, payroll jobs are a stock variable at a certain moment in time. Workers, under regular contract by a production unit, are included even if they are not working due to holidays, parental leaves, short time working allowances, etc.

**Permanent employees:** workers under permanent contract where there is no end-date.

**Reference week:** in the Labour Force Survey, the week the information collected refers to (usually it is the week preceding the interview).

**Seasonally adjusted data:** data that have been adjusted for seasonal variations, including trading-day (working-day) effects and other regular calendar variations if present (including changes in weather, harvests, major holidays, and school schedules). These seasonal adjustments make it easier to observe the cyclical, underlying trend of a short term indicator.

**Self-employed persons (workers):** People working in an economic unit without subordination. The following are considered self-employed workers: holders, partners and managing directors of enterprises; or institutions respecting the following conditions: actually work in enterprises or institution, are not in the payroll, are not paid with invoice, do not have contracts as casual workers; members of producers' cooperatives who work in the enterprises but are not in the payroll; contributing family workers of the holder who work neither with pay nor with social contributions.

**Short-time working allowance:** State instrument that provides support when businesses are forced to downsize or suspend their activities as a result of legally-acknowledged crises or difficulties. The instrument consists in the provision by INPS (the Italian Social Security Institute) of compensation to substitute for the salaries of employees who have been laid off or whose working hours have been reduced.

There are three different forms of Short time working allowances:

- *ordinary*, which applies to enterprises in the industrial sector during lay-offs and contractions in productive activity due to temporary market situations or to temporary circumstances that do not depend on the employer, the employees;
- *exceptional*, which is a form of economic support for workers, employees and middle managers who have been laid off from work and have no access (or no longer have) to the ordinary or extraordinary short time working allowance. It also provides economic support for apprentices, temporary workers and homeworkers for enterprises using ordinary and extraordinary short-time working allowances;
- *extraordinary*, which applies to enterprises facing difficulties due to restructuring, reorganization, conversion, company crisis or for recruiting procedures.

**Social security contributions:** the amount of the social charges incurred by the employer to the social security funds as well as the amount set aside for severance pay.

**Survey on contractual wages and salaries:** statistics derived from the survey on contractual wages and salaries are based on the concept of "price of work." Thus they refer to a constant number of workers, characterized by a fixed structure of professional status (workers, employees, managers) and grade (base). The base currently in force is December 2010 = 100. They satisfy the need to assess the dynamic of earnings, net of the effects due to changes in the structure of employment by professional status, grade, working hours (full-time/part-time), seniority, overtime, decentralized bargaining, absences, conflicts etc.

**Temporary (employment) agency jobs:** workers under temporary contract, hired by a temporary employment agency that supply temporary work (supplier). The agency puts these persons at disposal of another legal-economic unit (enterprises or institution requiring) in order to cover a temporary productive need. In NACE Rev.2 this kind of contract falls in the category "Temporary employment agency activities" (group 78.2) included in section N "Administrative and support service activities".

**Temporary workers:** workers under a fixed-term contract where there is an end-date.

**Unemployed (job seekers):** unemployed people aged between 15 and 75 who: have looked for a job at least once in the 30 days before the survey and are willing to start work (or to start their own business) in the next two weeks; Will start work within three months since the interview and are willing to work within the two weeks following the interview (or to start their own business), in case it is possible to start work.

**Unemployment rate:** ratio between unemployed people of a given age group (usually aged 15 and over) and the total number of the employed and unemployed (the labour force) of the same age group.

**Voluntary part-time work:** individuals working part-time who say they work part-time for reasons other than the lack of full-time employment opportunities.

**Wages and salaries:** They are defined as the total "de facto" remuneration in cash, payable to all persons counted on the payroll in return for work done during the accounting period. Wages in kind are excluded. They include the values of any social contributions, income taxes, payable by the employee even if they are actually withheld by the employer and paid directly to social insurance schemes and tax authorities on behalf of the employee. "De facto" wages differ from national contractual (agreed) wages because the last ones include only the components related to national labour agreements.



**Note on the impact of the earthquake on estimates produced**

The earthquake at the end of October 2016 hit 13 sampled municipalities (out of a total of 1,270) of the Labour Force Survey (LFS) (see Annexes 1 and 2 of the Decree Law 189/2016, as amended by Law No 229/2016 for the full list of municipalities affected by the earthquakes). It was therefore necessary to suspend the survey in these municipalities due to difficulties in the data collection operations.

The lack of interviews collection in these municipalities had an impact on estimates regarding response rates, especially in the provinces and regions most affected by the earthquake. Without the information regarding municipalities affected by the earthquake, the estimates disseminated today are to be considered as provisional and probably susceptible to future revisions for the provinces of Ascoli Piceno, Fermo, Macerata, Teramo and Chieti, and for their respective regions.

With regard to the fourth quarter of 2016, keeping into account the date of the earthquake and the definitions of employed and unemployed used by Istat and harmonised at European level (see glossary), the impact on the main aggregates estimates can be considered not to affect comparisons among estimates over time.

**Istat sources on the labour market**

	Labour Force Survey	Business indicators (Oros and Large Enterprises Surveys)	National accounts	Indicators on hours worked and job vacancies (Vela and Large Enterprises Surveys)	Contractual wages and salaries (indices and levels)
<b>Type of source</b>	CAPI-CATI sample surveys covering the resident population in households and estimating the number of persons employed, the unemployed and the inactive. Two-stage annual sample including more than 250 thousand private households resident in Italy (that is around 600 thousand people) in around 1,400 municipalities.	Census survey carried out by integrating: <ul style="list-style-type: none"> <li>• data from the monthly survey on large enterprises with at least 500 employees (GI);</li> <li>• administrative data for small and medium-size, and large enterprises not covered by the monthly survey GI (by the National Social Security Institute).</li> </ul>	Statistical processing, allowing to estimate labour input, through integration and comparison of different statistical sources and indirect methods of estimation.	Census survey for enterprises with at least 500 employees (GI). Sample survey for enterprises with less than 500 employees (Vela), sample of around 26,000 enterprises (rotated by one third every year).	Survey based on a sample of 74 national collective labour agreements on the economic treatment of 2,874 occupations ruled by specific contracts, and with specific qualifications and levels.
<b>Data collection units/bodies obliged to provide data</b>	Private households resident in Italy. People permanently living in community settings (religious institutions, barracks, etc.) are excluded.	Active enterprises and private institutions with employees residing in Italy.	Production units residing in the economic territory of the country. Resident and not resident people working in resident units are included and resident people working in production units not residing in the economic territory of the country are excluded.	Active enterprises and private institutions with employees residing in Italy. Data collection units: the enterprise in Vela, the functional unit in GI.	Professional associations.
<b>Coverage in terms of employment</b>	Employees and self-employed (with or without contracts) in sectors from A to U of the Nace rev. 2 economic activity classification.	Regular employees in industry and services, sectors from B to S, excluding O, of the Nace rev. 2 economic activity classification.	Employees and self-employed (with or without contracts) in sectors from A to U of the Nace rev. 2 economic activity classification.	Regular employees in industry and services, sectors from B to S, excluding O, of the Nace rev. 2 economic activity classification.	Employees (excluding apprentices and managers) whose compensations are ruled by the national collective labour agreements in sectors from A to S, of the Nace rev. 2 economic activity classification.
<b>Unit of analysis</b>	Persons aged 15 and over residing in private households.	Functional units of economic units (enterprises and private institutions) with employees. For large enterprises functional units are mainly used, for the administrative data functional units are approximated by enterprises and private institutions.	Total labour input: domestic employed, jobs, hours actually worked and full time equivalent Fte.	Economic units (enterprises and private institutions) with employees.	National collective labour agreements.

	Labour Force Survey	Business indicators (Oros and Large Enterprises Surveys)	National accounts	Indicators on hours worked and job vacancies (Vela and Large Enterprises Surveys)	Contractual wages and salaries (index numbers and levels)
<b>Main indicators definition</b>	<p><b>Employed persons:</b> people aged 15 and over who have at least one of the following characteristics in the reference week:</p> <ul style="list-style-type: none"> <li>• have worked in any activity at least for one hour (with or without contract) to be paid either monetary or in kind;</li> <li>• employees: not at work (for example, for holidays, sickness, compulsory parental leave) for less than three months and paid or, if not at work for more than three months, still paid at least 50%.</li> <li>• self-employed: not at work but continuing the activity during the absence.</li> </ul> <p><b>Unemployed persons:</b> not employed persons aged between 15 and 74 years who:</p> <ul style="list-style-type: none"> <li>• have looked for a job at least once in the 30 days before the survey and are willing to start work (or to start their own business) in the next two weeks; or</li> <li>• will start working within three months from the interview and are willing to work (or to start their own business) within the two weeks following the interview, if possible.</li> </ul> <p><b>Inactive persons (not labour force):</b> persons who do not belong to labour forces, that is persons who are not classified as employed or looking for a job (unemployed).</p>	<p><b>Payroll jobs:</b> the number of jobs occupied by employees with an employment contract (full-time or part-time), regardless of the amount of hours worked.</p> <p>Workers, under regular contract by a production unit, are included even if they are not at work due to holidays, parental leaves, short time working allowances, etc.</p> <p><b>“De facto” wages and salaries:</b> wages, salaries and other benefits in cash, gross of income taxes and social contributions, periodically paid to employees as indicated by national contracts, enterprise level and individual agreements and legal provisions in force.</p> <p><b>Social security contributions:</b> the amount of the social charges incurred by the employer towards the social security funds as well as the amount set aside for severance pay.</p> <p><b>Labour cost:</b> the whole of gross of wages and salaries and social security contributions.</p> <p><b>Fte:</b> full-time equivalent employee jobs, net of short time working allowance.</p>	<p>The labour input that contributes to the gross domestic product (GDP) generated by the economic system in the reference period is measured by three employment definitions:</p> <ul style="list-style-type: none"> <li>• <b>hours actually worked</b> in all jobs</li> <li>• <b>domestic employed persons</b> (resident and not resident people employed in resident production units)</li> <li>• <b>jobs</b> (occupied by domestic employed persons)</li> <li>• <b>full-time equivalent (Fte)</b> (the number of full-time jobs corresponding to the total amount of hours actually worked).</li> </ul> <p>Employed persons and jobs include workers temporarily not at work due to short time working allowance.</p> <p>Fte are calculated excluding workers benefiting from the short time working allowance. Hours actually worked include overtime hours and exclude short time working allowance hours, holidays, sickness, work permits.</p>	<p><b>Hours actually worked</b> by regular employees, including normal time and overtime in the reference quarter .</p> <p><b>Short time working allowance hours</b> including ordinary, exceptional and extraordinary short time working allowance and hours related to job-security agreements actually used in the reference quarter.</p> <p><b>Job vacancy rate:</b> percentage ratio between the number of vacancies and the sum of vacancies and occupied employee jobs. Job vacancy rate measures both occupied and vacant jobs for which staff search is ongoing.</p>	<p><b>Contractual wages and salaries:</b> They are based on a definition of monthly contractual wages and salaries calculated as one twelfth of annual wages and salaries on the basis of the national collective labour agreements. The accounted components are: base salary, cost of living allowance, periodic seniority increases, shift work allowance and other general allowances (when relevant in the sector), additional months of salary and other payments regularly paid in the year term.</p> <p><b>Contractual length of work:</b> hours of work to be worked, according to the collective labour agreements, by full-time employees, net of those paid but not worked, for holidays, work permits (annual work reduction, abolished public holidays, study, union assembly).</p> <p><b>Indicators of contractual tension:</b> employees under expired agreements and the time passed from the expiration date.</p> <p><b>Contractual wages and salaries on a cash and an accrual basis:</b> wages and salaries levels including not only the components considered in the calculation of the indices but also one off and arrears. In wages and salaries on an accrual basis the components are attributed to the periods they refer to, according to the collective agreements (for example, the arrears for the period from the collective agreement expiration date). In wages and salaries on a cash basis the components are attributed to the periods when they have actually been paid.</p>

	Labour Force Survey	Business indicators (Oros and Large Enterprises Surveys)	National accounts	Indicators on hours worked and job vacancies (Vela and Large Enterprises Surveys)	Contractual wages and salaries (indices and levels)
<b>Main indicators measure</b>	<p><u>Indicators:</u> Stock of employed persons (employees and self-employed), unemployed, inactive and their rates.</p> <p><u>Reference time:</u> Reference week for the collected data (in general, the one preceding the interview). During the year, data are collected through a uniform distribution of the household sample over all the year weeks.</p> <p><u>Estimate:</u> produced with a calibration estimator interpretable as average of weekly stocks.</p>	<p><u>Indicators:</u> Stock of employee jobs. Ratio between stocks of de facto wages and salaries and Fte. Ratio between stocks of social security contributions and Fte. Ratio between stocks of labour cost and Fte.</p> <p>Only indices with base 2015=100 are released.</p> <p><u>Reference time:</u> Jobs and labour costs are measured on a monthly basis. In the administrative data all employee jobs with a employment contract and their reported labour cost components are counted even if they refer to just one day in the month. In the survey data, monthly stocks are obtained as average of those at the beginning and end of the month.</p> <p><u>Estimate:</u> Quarterly average of monthly stocks.</p>	<p><u>Indicators:</u> Stocks of hours worked, domestic employed workers, jobs, full-time equivalent (Fte).</p> <p><u>Reference time:</u> Average employment over the period (quarter and year).</p>	<p><u>Indicators:</u> Hours worked by employees in the quarter. Hours worked per capita in the quarter. Overtime as percentage of hours worked. Short-time working allowance hours per 1,000 hours worked. Job vacancy rate. For hours worked and per capita hours worked only indices with base 2015=100 are released.</p> <p><u>Reference time:</u> Hours worked include all hours worked by employees in the quarter. Short-time working allowance hours include those actually used in the reference quarter. The number of job vacancies refers to the last day of the quarter.</p> <p><u>Estimate:</u> Per capita hours worked are calculated dividing hours worked by the average of jobs in the last day of the previous and reference quarter. The job vacancy rate is calculated as the percentage ratio between the number of job vacancies in the last day of the reference quarter and the sum of vacant and occupied jobs in the same day.</p>	<p><u>Indicators:</u> Hourly and per capita contractual wages and salaries by qualification, national collective agreement or Nace. Released as monthly indices and annual average (base December 2010=100). Contractual wages and salaries on a cash basis, monthly average by Nace. Quarterly levels. Contractual wages and salaries on a cash and an accrual basis by national collective agreement. Annual levels. Share of employees whose national collective agreements expired, and the time passed (months) from the expiration date. This term is published both for the employees waiting for a renewal (specific indicator) and for all the employees in the economic activity of reference (generic indicator).</p> <p><u>Time reference:</u> The implementation of the national collective agreements is observed on a monthly basis.</p>

	Labour Force Survey	Business indicators (Oros and Large Enterprises Surveys)	National accounts	Indicators on hours worked and job vacancies (Vela and Large Enterprises Surveys)	Contractual wages and salaries (indices and levels)
<b>Changes</b>	With respect to: <ul style="list-style-type: none"> <li>the previous quarter (seasonally adjusted quarter-on-quarter).</li> <li>the same quarter of the previous year (raw year-on-year).</li> </ul>	With respect to: <ul style="list-style-type: none"> <li>the previous quarter (seasonally adjusted quarter-on-quarter).</li> <li>the same quarter of the previous year (raw year-on-year).</li> </ul>	With respect to: <ul style="list-style-type: none"> <li>the previous quarter (seasonally adjusted quarter-on-quarter).</li> <li>the same quarter of the previous year (seasonally adjusted year-on-year).</li> </ul>	With respect to: <ul style="list-style-type: none"> <li>the previous quarter (seasonally adjusted quarter-on-quarter).</li> <li>the same quarter of the previous year (raw and calendar adjusted year-on-year).</li> </ul>	With respect to: <ul style="list-style-type: none"> <li>monthly changes (month-on-month and year-on-year) for the indices.</li> <li>quarterly year-on-year changes for the monthly average wages salaries on a cash basis by Nace.</li> </ul>
<b>Frequency of data releases and geographical disaggregation</b>	Monthly and quarterly: estimates of country level indicators.  Quarterly: estimates of indicators by NUTS1 and NUTS2.  Yearly: estimates of indicators by NUTS3.	Quarterly: estimates of country level indicators.	Yearly and Quarterly: estimates of labour input at country level.  Yearly: estimates of labour input by NUTS2 and NUTS3.	Quarterly: estimates of country level indicators.	Monthly: indices and indicators of contractual tension.  Quarterly: contractual wages and salaries on a cash basis by Nace.  Yearly: annual averages of indices and annual wages and salaries on a cash and an accrual basis by national collective agreement and on a cash basis by Nace.
<b>Timeliness</b>	68 days after the end of the reference quarter.	68 days after the end of the reference quarter.	60 days after the end of the reference quarter.	68 days after the end of the reference quarter. For job vacancies, also at 45 days after the end of the reference quarter (preliminary estimates).	Around 25 days after the end of the reference month.
<b>Reference to the latest release</b>	Speaking guide: <a href="http://www.istat.it/en/">http://www.istat.it/en/</a> Theme: labour and wages > Archive >Labour market  Direct link: <a href="#">Labour Market</a>  Link to the Economic Trends section: <a href="#">Economic trends: Labour</a>  Data are released quarterly on the Istat datawarehouse (I.stat)	Speaking guide: <a href="http://www.istat.it/en/">http://www.istat.it/en/</a> Theme: labour and wages > Archive >Labour market  Direct link: <a href="#">Labour Market</a>  Link to the Economic Trends section: <a href="#">Economic trends: Labour</a>  Data are released quarterly on the Istat datawarehouse (I.stat)	Speaking guide: <a href="http://www.istat.it/en/">http://www.istat.it/en/</a> Theme: labour and wages > Archive >Labour market  Link to the Economic Trends section: <a href="#">Economic trends: National Accounts</a>  Data are released quarterly on the Istat datawarehouse (I.stat)	Speaking guide: <a href="http://www.istat.it/en/">http://www.istat.it/en/</a> Theme: labour and wages > Archive >Labour market  Direct link: <a href="#">Labour Market</a>  Link to the Economic Trends section: <a href="#">Economic trends: Labour</a>  Data are released quarterly on the Istat datawarehouse (I.stat)	Speaking guide: <a href="http://www.istat.it/en/">http://www.istat.it/en/</a> Theme: labour and wages > Archive >Labour market  Direct link: <a href="#">Contractual Wages</a>  Link to the Economic Trends section: <a href="#">Economic trends: Labour</a>  Data are released monthly on the Istat datawarehouse (I.stat)