

# Labour market

Third quarter of 2020

## an integrated picture

In the third quarter of 2020, the dynamics of the labour market, in addition to still being influenced by the perturbations induced by the health emergency, are positively influenced by the strong economic recovery in economic activity levels. Labour input, measured by hours worked, showed a strong increase to the previous quarter (+21.0%) but still lagging behind compared to the same quarter of 2019 (-5.9%); after the significant contraction of the first half of the year, GDP shows a cyclical growth of 15.9% and a trend decline of 5%.

On the job supply side, in the third quarter of 2020 the number of employed persons returned to grow quarter-over-quarter (+56,000, + 0.2%), due to the higher increase in employees than the decline in self-employed. The employment rate rose to 57.9% (+0.2 points compared to the second quarter of 2020), with the South recording the most marked growth (+0.6 points in the three months). After the increase in July and August and the substantial stability in September, the provisional data for October 2020 – seasonally adjusted – indicate a slight decrease in employment (-13 thousand, -0.1% in one month), in the face of an employment rate which remained stable at 58.0%.

Compared to the third quarter of 2019, the number of employed persons fell by 622 thousand units (-2.6% in one year): mainly fixed-term employees decreased (-449 thousand, -14.1%), the self-employed continued to decrease (-218 thousand, -4.1%) while the number of permanent employees slightly increased. The decline affected both full-time and part-time employees, among whom the incidence of involuntary part-time stood at 66.4%.

In the annual comparison, after the uninterrupted decline for thirteen consecutive quarters, the number of the unemployed increased again (+202 thousand in a year, +8.6%), involving both individuals looking for their first job and those with previous experience of work. On the other hand, the increase in the number of the inactive aged 15-64 (+2.0%, +265 thousand in one year) slowed down.

The unemployment rate increased both quarter-over-quarter and year-over-year, while the inactivity rate – among people aged 15-64 – increased year-over-year only, recording instead a decrease to the second quarter of 2020 quarter-over-quarter. The provisional data for the month of October indicate the economic stability of both the unemployment rate and the inactivity rate.

On the enterprise side, the economic activity recovery of the summer months led to an increase in labour demand by 2.2% in employee jobs in the third quarter to the previous quarter and a slowdown in the decreasing annual trend observed as from the second quarter of 2020, and a fall by 1.9% to the same quarter of the previous year. The economic recovery was also showed by a robust increase in hours worked per employee on a quarterly basis (29.1%) and by a small drop on an annual basis (-4.8%). The use of short-time working allowances grew up year-over-year (+80,9 hours per 1,000 hours worked), even if to a smaller extent to the previous quarter. The job vacancy rate went up to the previous quarter (+0.2 percentage points). Compared to the same quarter of the previous year, the job vacancy rate dropped by -0.3 percentage points. Labour cost decreased by 4.8% on a quarterly basis, as a result of both a decrease in wages and salaries equal to 5.0%, and in social security contributions 4.2%. On an annual basis, labour cost increased by 1.0%, following a growth both in wages and salaries (+0.9%) and in social security contributions (1.2%).

Direct statistical surveys and data collection from administrative sources for statistical purposes have been affected by the current health emergency. Corrective actions have been carried out in order to counteract its statistical effects and to ensure processing and dissemination of data for the third quarter of 2020. It should be noted, however, that the estimates presented in this press release are provisional – also in the consistency of some indicators from different sources – and may therefore be revised on the basis of further analysis and more extensive and complete information when available.

 NEXT RELEASE: 12 March 2021

**TABLE 1. LABOUR INDICATORS. Q3 2020, absolute values, percentage values and index numbers, percentage points changes**

	Seasonally adjusted		Not seasonally adjusted data
	Value	Percentage changes (Q3 2020/Q2 2020)	y-0-y (Q3 2020/Q3 2019)
<b>LABOUR INPUT (a) (b)</b>			
<i>National Accounts</i>			
Hours worked (thousands)	10,318,396	21.0	-5.9
Agriculture	616,538	11.9	-0.6
Industry excluding construction	1,813,662	24.9	-3.0
Construction	713,844	45.9	0.7
Services	7,174,352	18.9	-7.6
<b>LABOUR SUPPLY (a)</b>			
<i>Labour force survey</i>			
Employed (thousands)	22,817	0.2	-2.6
Employees	17,704	0.5	-2.2
Permanent	15,057	0.5	0.3
Temporary	2,647	0.7	-14.1
Self-employed	5,114	-0.6	-4.1
Employment rate (aged 15-64) (percent and percentage points changes)	57.9	0.2	-1.4
15-34 years	39.6	0.3	-2.3
35-49 years	73.0	0.7	-1.0
50-64 years	60.6	-0.3	-0.7
Unemployed (thousands)	2,486	18.5	8.6
Unemployment rate (percent and percentage points changes)	9.8	1.4	0.9
Inactive population (aged 15-64) (thousands)	13,640	-3.5	2.0
Inactivity rate (aged 15-64) (percent and percentage points changes)	35.7	-1.2	0.8
<b>EMPLOYEE LABOUR DEMAND (a) (c)</b>			
<i>Oros, Large enterprises and Vela Surveys</i>			
Number of jobs (index 2015=100)	109.6	2.2	-1.9
Temporary employment agency jobs (d) (index 2015=100)	137.6	10.4	-6.9
Hours worked (e) (index 2015=100)	104.4	32.5	-6.8
Per capita hours worked (e) (index 2015=100)	94.5	29.1	-4.8
Short-time working allowance hours per 1,000 hours worked (absolute changes per 1,000 incidence)	nd	nd	80.9
Job vacancy rate (percent and percentage points changes)	1.1	0.2	-0.3
<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)	103.6	-5.0	0.9
Social security contributions (a) (c) (index 2015=100)	106.5	-4.2	1.2
Labour cost (a) (c) (index 2015=100)	104.4	-4.8	1.0
Cash wages according to collective labour agreements (monthly average in euros) (f)	1,989	-	0.5

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

(f) Not seasonally adjusted data calculated with a fixed employment structure (base December 2015).

## Main results (third quarter of 2020)

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In the third quarter of 2020, the labour input used in the economic system (expressed as hours worked in National Accounts) strongly increased on a quarterly basis (+21,0%) whereas it decreased on year-on-year terms (-5.9%).

The seasonally adjusted number of employed persons estimated by the Labour force survey (22.817 million people) started growing again (+56 thousand, +0.2% to the second quarter of 2020), after the decline of the previous four quarters; the increase in employees (+89,000, +0.5%), both permanent and fixed-term, more than offsets the further decrease in the independent (-33,000, -0.6%).

The employment rate rose to 57.9%, increasing by 0.2 points to the previous quarter; the growth in the North (+0.2 points) and, above all, in the South (+0.6 points) was opposed by the decline in the Center (-0.3 points). The unemployment rate, which had fallen for six consecutive quarters, returned to increase, reaching 9.8% (+1.4 points to the second quarter of 2020); the inactivity rate, which grew in the previous four quarters, fell to 35.7% (-1.2 points in the three months).

In industry and services enterprises, employee jobs increased by 2.2% on a quarterly basis, while decreased by 1.9% year-on-year. The number of hours worked strongly increased to the previous quarter (32.5%) and weakly decreased to the same quarter of the previous year (-6.8%). Similarly, per capita hours worked rose by 29.1% on a quarterly basis and fell by -4.8% year-on-year. Short-time working allowance hours increased from 5.2 to 86.1 per thousand hours worked. Temporary employment agency jobs increased by 10.4% on a quarterly basis, while decreased by 6.9% on an annual basis.

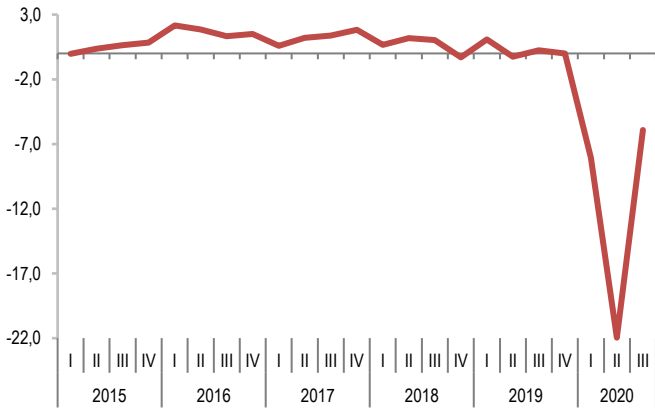
The seasonally adjusted index of labour costs per full time equivalent (Fte) decreased by 4.8% on a quarter-over-quarter basis, as a result of a decrease both in wages and salaries (-5.0%) and of social security contributions (-4.2%). On a year-over-year basis, labour costs showed an increase by 1.0%, with a growth by 0.9% of wages and salaries and by 1.2% of contributions.

The job vacancy rate was 1.1%, and showed a recovery to the previous quarter (+0.2 percentage points), and a decrease to the same quarter of the previous year (-0.3 percentage points).

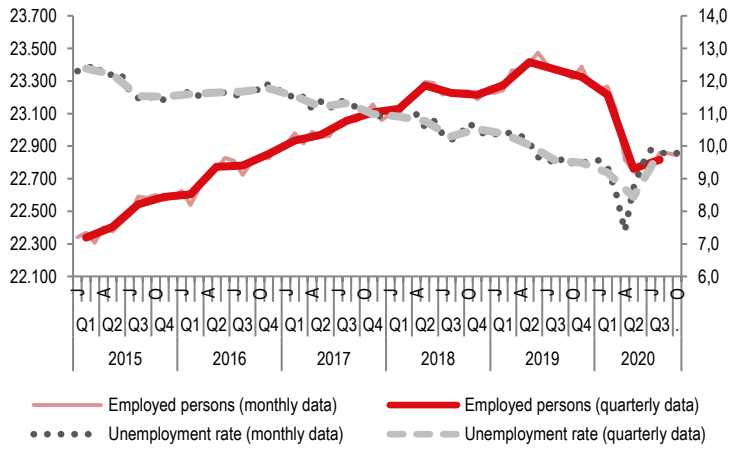
In this quarter the "Focus on" titled "Employment/non-employment in Italy in the time of the pandemic: an analysis with flow data" deepens the longitudinal dynamics of changes in employment conditions over a year time.

The Italian Methodological note shows the confidence intervals of sample estimates of the main not-seasonally adjusted indicators of labour supply and demand.

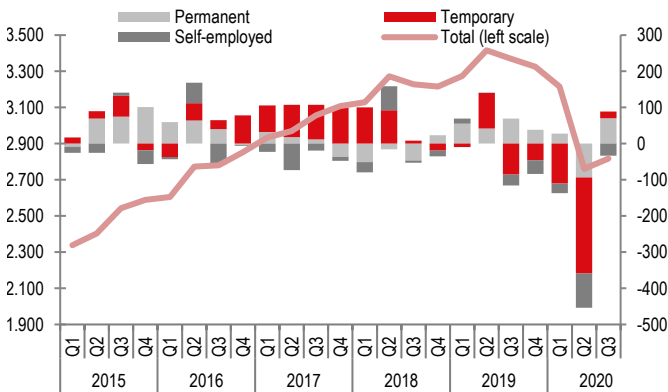
**FIGURE 1. HOURS WORKED - TOTAL ECONOMY Q1 2015–Q3 2020, seasonally adjusted data, percentage change over the same quarter of the previous year**



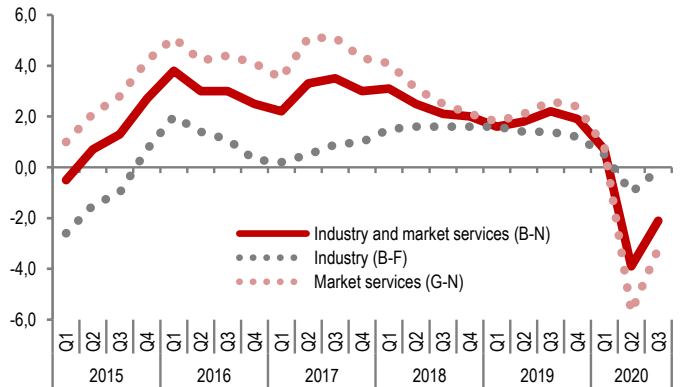
**FIGURE 2. EMPLOYED (left scale) AND UNEMPLOYMENT RATE (right scale) Q1 2015– Q3 2020, seasonally adjusted data, thousand and percentage rates**



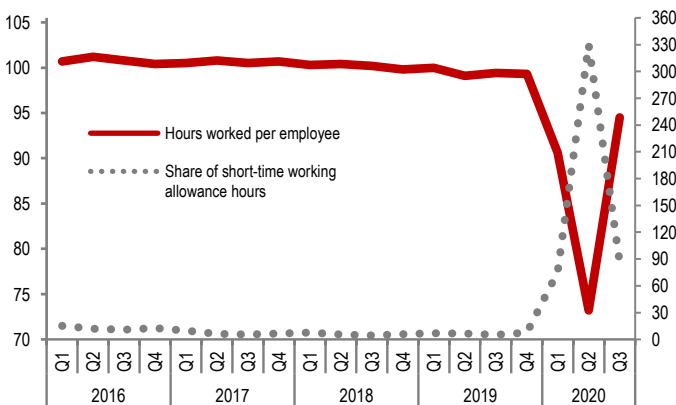
**FIGURE 3. EMPLOYEES (PERMANENT AND TEMPORARY) AND SELF-EMPLOYED Q1 2015–Q3 2020, seasonally adjusted data, values (left scale) and absolute changes over previous period (right scale)**



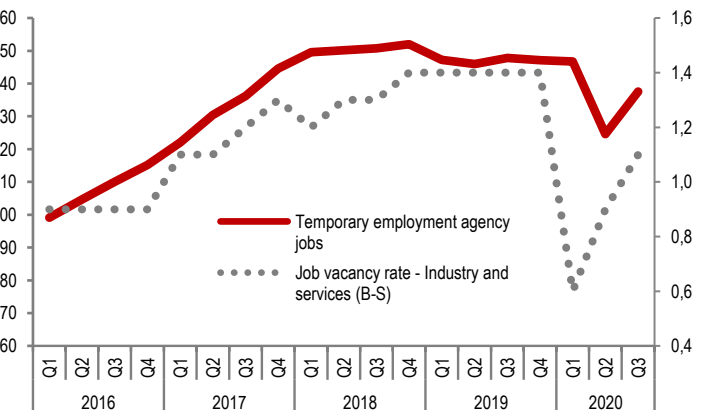
**FIGURE 4. NUMBER OF JOBS IN INDUSTRY AND MARKET SERVICES (B-N) Q1 2015 – Q3 2020, not seasonally adjusted data, percentage change over the same quarter of the previous year (2015=100)**



**FIGURE 5. PER CAPITA HOURS WORKED (left scale) AND PERCENTAGE OF SHORT-TIME WORKING ALLOWANCE HOURS (right scale) FOR ENTERPRISES IN INDUSTRY AND SERVICES (B-S) Q1 2016 – Q3 2020, 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 (right scale) IN INDUSTRY AND SERVICES (B-S) Q1 2016 – Q3 2020, indices (2015=100) and seasonally adjusted percentage values**



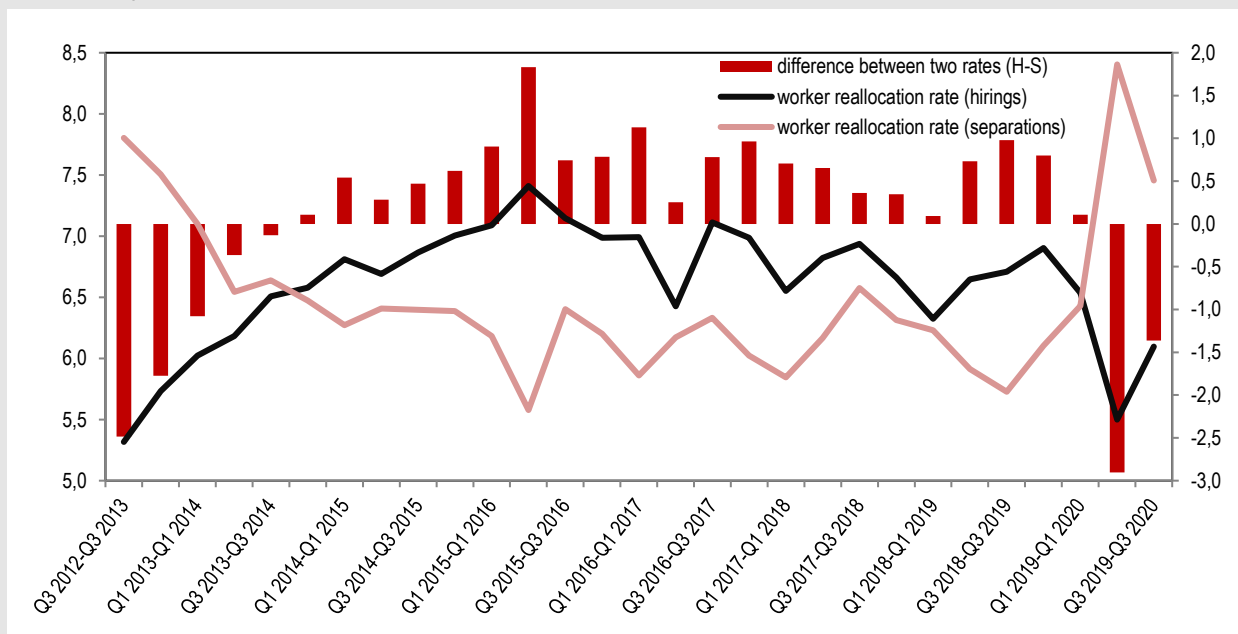
### Employment/non-employment in Italy in the time of the pandemic: an analysis with flow data

Longitudinal analyses, based on information collected from the same individuals at different moments in time (for more details, see the Methodological note) give an effective contribution to studying the main effects of the current health crisis, in that they focus on individuals' occupational status before and during the crisis. Here, persistence and transition in the professional condition over a 12-month period are analysed; these flows are calculated as a percentage of the initial status and can be interpreted as the probability - starting from a given occupational status - of finding oneself after one year in a different occupational condition, or of remaining in the same one.

After about five years of more or less intense growth, recent labour market trends point to a very marked employment crisis in the second quarter of 2020, with effects also in the following quarter.

Longitudinal data allow these trends to be analysed by means of the reallocation rates of the population aged 15-64 (Figure 1), which summarise total hirings into and separations from employment over a year (see Glossary). In particular, the hiring reallocation rate, which during 2018 and 2019 had never fallen below 6.3 percent, reached 5.5 in the second quarter of 2020, to rise to 6.1 percent in the third quarter of 2020; in the same period, the separation reallocation rate, which had never risen above 6.6 percent, reached 8.4 percent in the second quarter of 2020, to then settle at 7.5 percent in the third quarter of 2020. Accordingly, the balance, which had always been positive, dropped by 2.9% in the second quarter of 2020 and remained negative, although it rose to -1.4% in the third quarter.

FIGURE 1 – REALLOCATION RATE BY HIRINGS INTO AND SEPARATIONS FROM EMPLOYMENT (left scale) AND BALANCE BETWEEN THE TWO RATES (right scale) FROM Q3 2012-Q3 2013 TO Q3 2019-Q3 2020 (PERCENTAGE VALUES. POPULATION AGED 15-64)



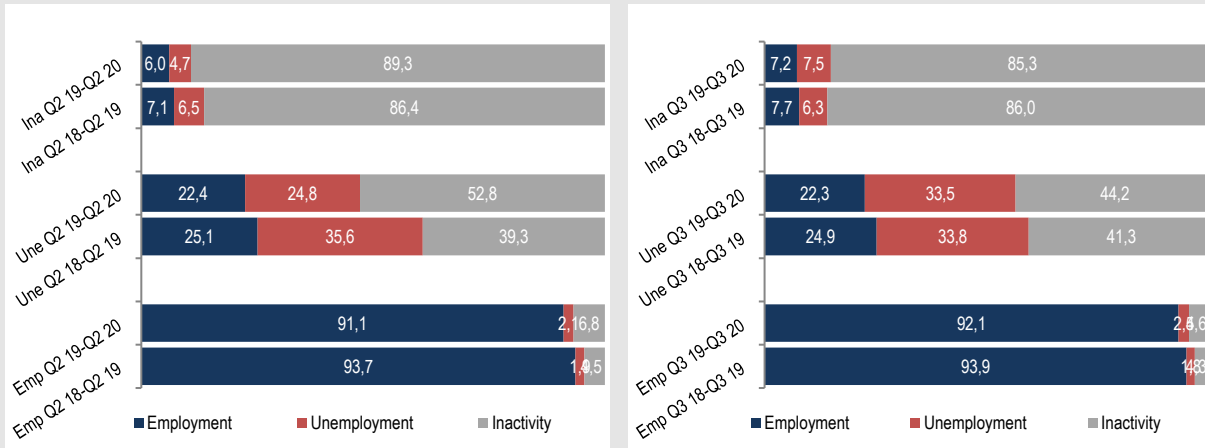
Source: Istat, Labour force survey, longitudinal data

In order to avoid seasonal effects, a direct comparison can be made between the same quarters on a year-on-year basis; in particular, when comparing the third quarter of 2019 with the third quarter of 2020, it can be seen that the situation has worsened due to a double dynamic: permanence in employment decreased by 1.8 percentage points (from 93.9% to 92.1%) and entries into employment decreased, by 2.6 percentage points for the unemployed (from 24.9% to 22.3%) and by 0.5 percentage points for the inactive (from 7.7% to 7.2%) (Figure 2, right).

Compared with the previous year, in Q3 2020 there was an increase both in the share of employed people becoming inactive (from 4.3% to 5.6%) and - although to a lesser extent - in the share of employed people becoming unemployed (from 1.8% to 2.4%). The transition to inactivity was higher than in the previous year also for the unemployed (from 41.3% to 44.2%), while for the inactive there was a decrease in permanence (from 86.0% to 85.3%) and an increase in the transition to unemployment (from 6.3% to 7.5%) (Figure 2, right); the second quarter of 2020 had shown an increase in permanence in inactivity and a greater increase in transitions to inactivity for all other occupational statuses (Figure 2, left).

The third quarter of 2020 is, thus, characterized by a reactivation - although weak - of the inactive, who probably could carry out some more job search activities, also following the relaxation of most restrictive provisions.

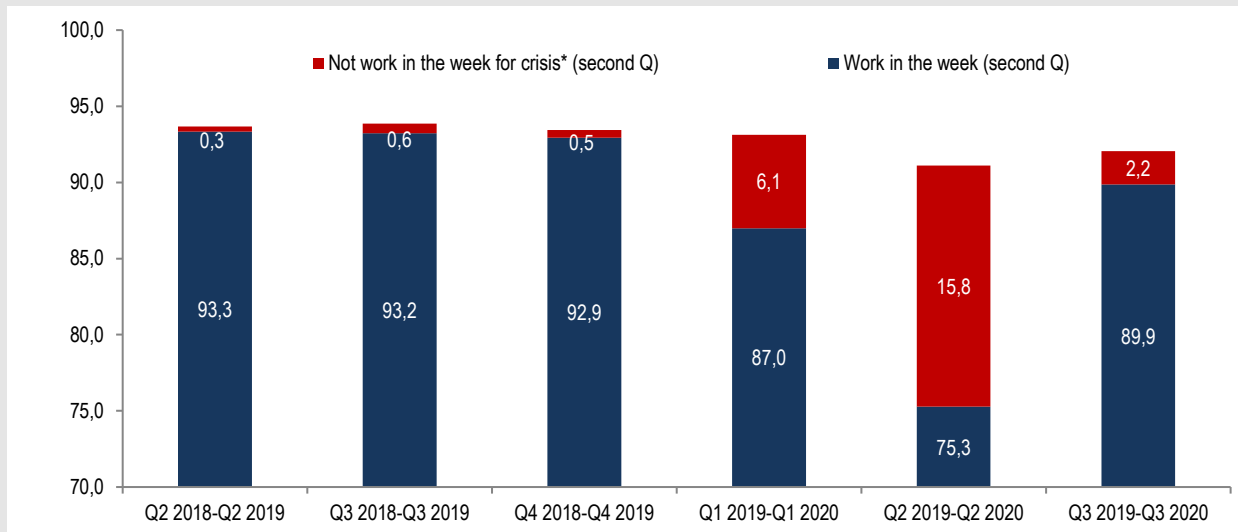
FIGURE 2 – PERMANENCE AND TRANSITIONS BY OCCUPATIONAL STATUS Q2 2018-Q2 2019/Q2 2019-Q2 2020 AND Q3 2018-Q3 2019/Q3 2019-Q3 2020\*3 (PERCENTAGE VALUES. POPULATION AGED 15-64)



Source: Istat, Labour force, longitudinal data

The crisis severely affected the most fragile and disadvantaged contract workers: fixed-term employees who lost their jobs over a 12-month period increased from 16.9% in Q3 2019 to 23.3% in Q3 2020, and the transition to permanent employment dropped from 23.9% to 22.4%. The other weak categories in the labour market also experienced a sharper worsening: women who lost their jobs rose from 7.0% to 9.2% (men from 5.5% to 7.0%), young people, from 8.8% to 12.8% (compared to a change from 4.3% to 5.3% for middle-aged people, and from 6.8% to 8.0% for the elderly) and above all foreigners, from 6.7% to 10.5% (compared to a change from 6.1% to 7.6% for Italians).

FIGURE 3 – RATES OF PERMANENCE IN EMPLOYMENT (PRESENT AT WORK AND ABSENT DUE TO CRISIS\*) AT SECOND QUARTER FROM Q2 2018-Q2 2019 TO Q3 2019-Q3 2020 (PERCENTAGE VALUES. EMPLOYED PERSONS AGED 15-64 AT FIRST QUARTER)



\* Lay-off, Slack work for economical and/or technical reasons, No chances for more work, Other reasons

Source: Istat, Labour force survey, longitudinal data

The employment stagnation in Q1 2020 and decline in the following two quarters were attenuated by containment measures and the extensive use of social shock absorbers and the layoff ban. In fact, many people who were still in employment a year later were absent from work in the interview week for reasons related to the health emergency (lay-off, slack work for economical and/or technical reasons, no chances for more work, etc...): compared to less than one percentage point recorded in previous years, in Q1 2020 this rate rose to 6.1%, reached 15.8% in Q2 and settled at 2.2% in Q3.



## 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 lowering to full-time equivalent (the unit value of) jobs with a reduced working time, included temporary agency jobs and jobs on call. 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 2015 = 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.

## 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 73 national collective labour agreements on the economic treatment of 2,855 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;</li> </ul> <p>or</p> <ul style="list-style-type: none"> <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 ltime 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.</p> <p>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.</p> <p>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 2015=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>

	<b>Labour Force Survey</b>	<b>Business indicators (Oros and Large Enterprises Surveys)</b>	<b>National accounts</b>	<b>Indicators on hours worked and job vacancies (Vela and Large Enterprises Surveys)</b>	<b>Contractual wages and salaries (indices and levels)</b>
<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)