

Labour market

First quarter of 2022

an integrated picture

The labour input, as measured by hours worked, increases by 1.5% compared to the previous quarter and by -6.7% compared to the first quarter of 2021. In the same period GDP grows by 0.1% quarter-on-quarter and by 6.2% year-on-year.

On the job supply side, in the first quarter of 2022, the number of employed increases by 120 thousand units (+0.5%) compared to the previous quarter, due to the rise in the number of temporary employees (+72 thousand, +2.4% in three months), and less intensely, of number of permanent employees (+33 thousand, +0.2%) and of self-employed (+15 thousand, +0.3%).

The decrease in the number of unemployed (-114 thousand, -5.0% in three months) is associated with a reduction in inactive people aged 15-64 years (-66 thousand, -0.5%). The monthly seasonally adjusted provisional data referred to April 2022 point to a substantial stability in the number of employed people (-12 thousand, -0.1%), a further slight reduction in unemployment (-17 thousand, -0.8% compared to March 2022) and an increase in inactivity (+34 thousand, +0.3%). Rates follow the same dynamic: in the quarter, the employment rate among people aged 15-64 years increasing by 0.4 points compared to the previous quarter going up to 59.7%, and the unemployment and inactivity rates both decrease. Monthly seasonally adjusted provisional data referred to April 2022 point to a stability in employment rate compared to March 2022, a slight reduction of the unemployed rate (-0.1 percentage points in a month) and the light increase of the inactive rate (+0.1 percentage points).

In a year-over-year perspective the surge in employment (+905 thousand, 4.1% compared to the first quarter of 2021) involves both employees – permanent employees (+369 thousand, +2.6%) and mainly temporary employees (+412 thousands, +16.3%) – and self-employed (+124 thousand, +2.6%). The number of unemployed declines (-415 thousand in one year, -16.0%), accompanied by a reduction in the number of inactive people aged 15-64 years (-846 thousand, -6.1% in one year). The year-over-year growth in the employment rate (+3.0 percentage points by the first quarter of 2021) is associated with the decrease in unemployment and inactivity rates (-1.9 and -2.0 percentage points respectively).

On the enterprise side, labor demand shows on a quarterly basis an increase in total employee jobs equal to 1.2%, with a more sustained growth compared to the previous quarter, which is reflected in both components: full-time jobs rise by 1.3% and part-time jobs by 1.1%. On an annual basis, total employee jobs continue to show a more marked growth equal to 6.2%, +6% full-time and +6.2% part-time. The hours worked per employee show an increase on a quarterly basis (1.2%) and a more evident one on an annual basis (5.8%). The use of short-time working allowances fell to 12.9 hours per 1,000 hours worked. The job vacancy rate decreases compared to the previous quarter (by 0.2 percentage points) while increases with respect to the first quarter 2021 (by 0.8 percentage points).

Total labour cost cost remains unchanged compared to the previous quarter, as an effect of a slight reduction in wages and salaries (-0.1%) and an opposite increase in social security contributions (+0.1%) while, on an annual basis, labour cost decreases by 0.2%, due to a reduction of both components, wages and salaries (-0.2%) and social security contributions (-0.4%).



NEXT RELEASE: 13 September 2022

TABLE 1. LABOUR INDICATORS. Q1 2022, absolute values, percentage values and index numbers, percentage points changes

	Seasonally adjusted		Not seasonally adjusted data
	Value	Percentage changes (Q1 2022/Q4 2021)	y-o-y (Q1 2022/Q1 2021)
LABOUR INPUT (a) (b)			
<i>National Accounts</i>			
Hours worked (thousands)	10,790,482	1.5	6.7
Agriculture	599,183	2.1	-3.7
Industry excluding construction	1,884,711	1.2	6.7
Construction	819,095	5.0	9.8
Services	7,487,493	1.2	7.3
LABOUR SUPPLY (a)			
<i>Labour force survey</i>			
Employed (thousands)	22,948	0.5	4.1
Employees	17,980	0.6	4.6
Permanent	14,863	0.2	2.6
Temporary	3,117	2.4	16.3
Self-employed	4,967	0.3	2.6
Employment rate (aged 15-64) (percent and percentage points changes)	59.7	0.4	3.0
15-34 years	43.1	0.6	4.3
35-49 years	74.7	0.5	3.2
50-64 years	61.1	0.3	2.0
Unemployed (thousands)	2,143	-5.0	-16.0
Unemployment rate (aged 15-74) (percent and percentage points changes)	8.6	-0.5	-1.9
Inactive population (aged 15-64) (thousands)	12,943	-0.5	-6.1
Inactivity rate (aged 15-64) (percent and percentage points changes)	34.7	-0.1	-2.0
EMPLOYEE LABOUR DEMAND (a) (c)			
<i>Oros, Large enterprises and Vela Surveys</i>			
Number of total jobs (index 2015=100)	117.0	1.2	6.2
Full time	114.3	1.3	6.0
Part time	124.2	1.1	6.2
Temporary employment agency jobs (d) (index 2015=100)	195.5	4.8	20.9
Hours worked (e) (index 2015=100)	113.0	1.4	10.9
Per capita hours worked (e) (index 2015=100)	97.6	1.2	5.8
Short-time working allowance hours per 1,000 hours worked (absolute changes per 1,000 incidence)	nd	nd	-94.1
Job vacancy rate (percent and percentage points changes)	1,9	-0.2	0.8
EMPLOYEE LABOUR COST			
<i>Oros, Large enterprises and Vela, Contractual Wages and Salaries Survey</i>			
Gross wages and salaries (a) (c) (index 2015=100)	104.3	-0.1	-0.2
Social security contributions (a) (c) (index 2015=100)	103.9	0.1	-0.4
Labour cost (a) (c) (index 2015=100)	104.2	0.0	-0.2
Cash wages according to collective labour agreements (monthly average in euros) (f)	2,006	-	0.6

(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).

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

Main results (first quarter of 2022)

In the first quarter of 2022, the labour input used in the economic system as a whole (expressed by hours worked of National Accounts) increases compared to the previous quarter (+1.5%) and rises more strongly compared the same quarter of 2021 (+6.7%).

The number of employed people, estimated by the Labour Force Survey net of seasonal effects, is 22 million 948 thousand people, increasing by 120 thousands compared to the third quarter 2021 (+0.5%). The growth involves mainly temporary employees (+72 thousand, +2.4%) and, less intensively, permanent employees (+33 thousand, +0.2%) and self-employed (+15 thousand, +0.3%).

The employment rate rise to 59.7%, up to 0.4 percentage point on the previous quarter. The improvement, is higher for males (+0.7 percentage points) compared to females (+0.2 percentage points), for 15–34-year-olds (+0.6 percentage points) compared to 35-49-year-olds (+0.5 percentage points) and 50-64-year-olds (+0.3 percentage points) and in the Center then in the South and Island and in the North (+0.6, +0.5 and +0.3 percentage points, respectively). The unemployment rate drops to 8.6% (-0.5 percentage points in three months) and the inactivity rate among the 15-64-year-olds goes down to 34.7% (-0.1 percentage points).

In industry and services enterprises, employee total jobs rise with a growth equal to 1.2% on a quarterly basis, due to an increase in both components, full-time (+1.3%) and part time (+ 1.2%), with greater signs of recovery compared to the previous quarter. On an annual basis, total employee jobs record a more marked growth, equal to 6.2% (+6% full-time and +6.6% part-time).

The number of hours worked shows an increase to the previous quarter by +1.4% and more evident improvement to the same quarter of the previous year (+10.9%). Per capita hours worked increase too, both on a quarterly basis and year-on-year, respectively by +1.2% and 5.8%. Short-time working allowance hours drop by 94.1 hours per 1,000 hours worked in comparison with the first quarter 2021.

Temporary employment agency jobs continue to record a strong growth both on a quarterly basis (+4.8%) and on an annual basis (+20,9%), confirming an important signal of labor demand recovery.

The seasonally adjusted index of labour costs full time equivalent (Fte) shows a zero growth on a quarter-over-quarter basis, due to a slight reduction in wages and salaries (-0.1%) and an opposite variation in social security contributions (+0.1%). On a year-over-year basis, total labour cost decreases by 0.2%, due to drop in both component, wages and salaries(-0.2%) and of social security contributions (-0.4%).

The job vacancy rate is 1.9% and shows a decrease to the previous quarter (0.2 percentage points) and an increase to the same quarter of the previous year (0.8 percentage points).

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 2017–Q1 2022, seasonally adjusted data, percentage change over the same quarter of the previous year

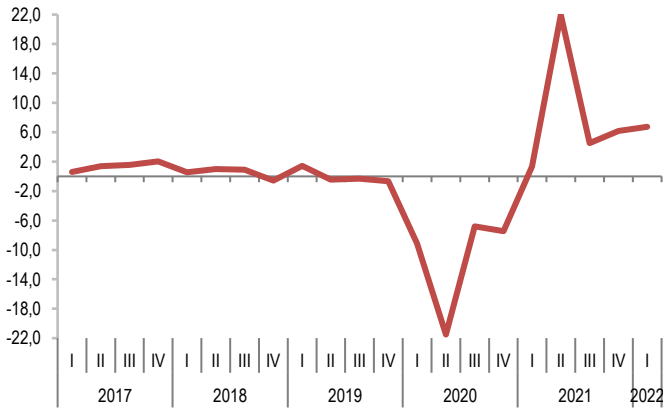


FIGURE 2. EMPLOYED (left scale) AND UNEMPLOYMENT RATE (right scale) Q1 2017– Q1 2022, seasonally adjusted data, thousand and percentage rates

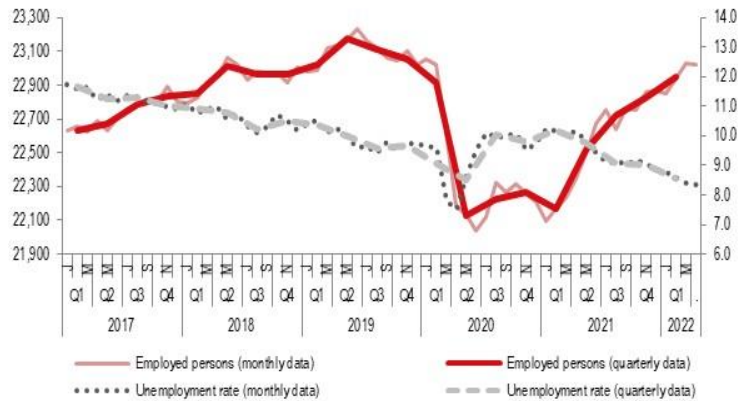


FIGURE 3. EMPLOYEES (PERMANENT AND TEMPORARY) AND SELF-EMPLOYED Q1 2017–Q1 2022, seasonally adjusted data, values (left scale) and absolute changes over previous period (right scale)

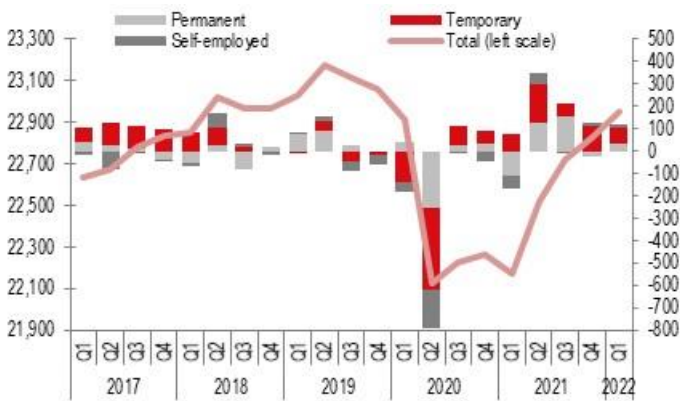


FIGURE 4. NUMBER OF JOBS (TOTAL, PART-TIME AND FULL-TIME) IN INDUSTRY AND SERVICES (B-S) Q1 2017– Q1 2022, seasonally adjusted indices (2015=100)

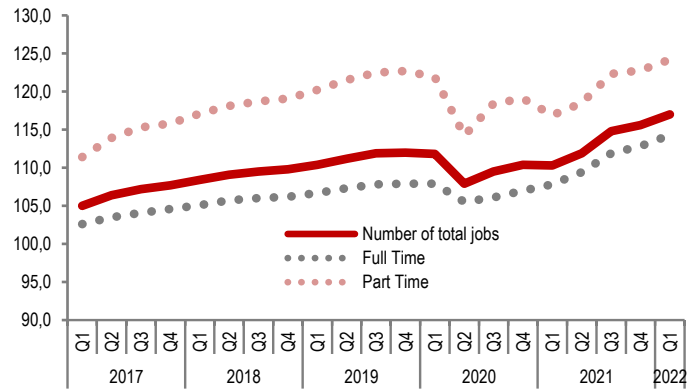


FIGURE 5. PER CAPITA HOURS WORKED (left scale) AND PERCENTAGE OF SHORT-TIME WORKING ALLOWANCE HOURS (right scale) FOR ENTERPRISES IN INDUSTRY AND SERVICES (B-S) Q1 2017 – Q1 2022, seasonally adjusted indices (2015=100) and percentage on 1,000 hours worked

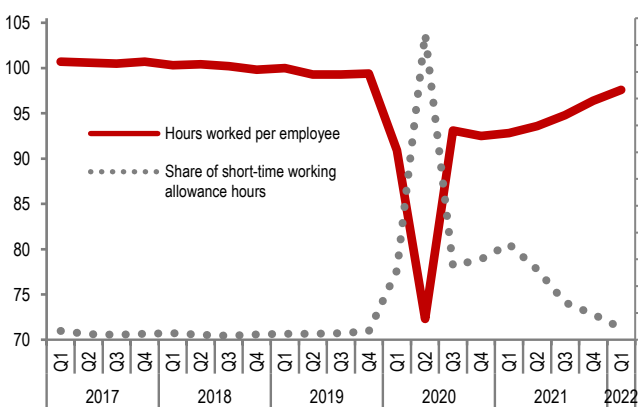
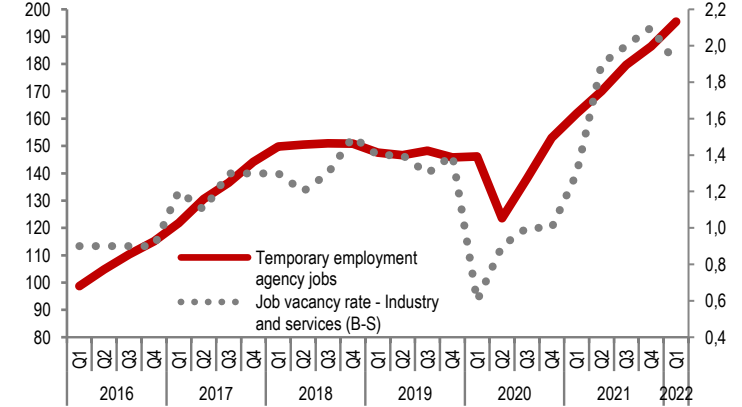


FIGURE 6. TEMPORARY EMPLOYMENT AGENCY JOBS (left scale) AND JOB VACANCY RATE FOR ENTERPRISES (right scale) IN INDUSTRY AND SERVICES (B-S) Q1 2017 – Q1 2022, indices (2015=100) and seasonally adjusted percentage values



focus on

Jobs on call in the Italian businesses in the last decade

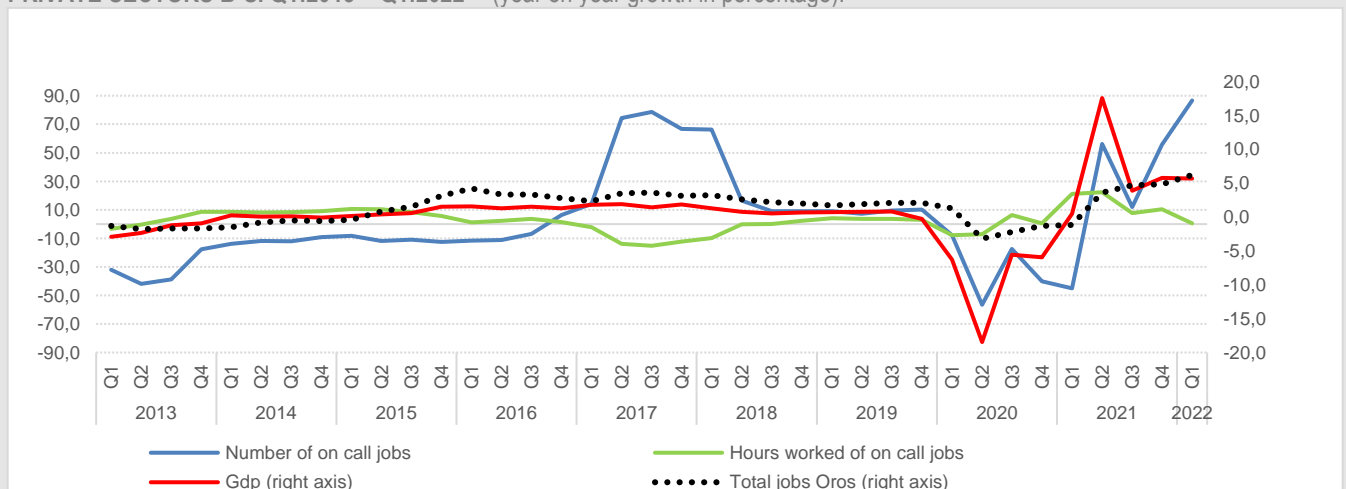
“On call” job was introduced in Italy in 2003 (Law 30/2003, so called Law Biagi) with the aim to provide labour demand an adequate flexibility in cases of instable and fluctuant labour market dynamic. It was cancelled in 2007 because of a disproportionate diffusion and reintroduced only one year later (D.lgs. 112/2008), to be subsequently submitted to several modifications (L. 92/2012 so called Law Fornero; D.lgs 76/2013; D.lgs 81/2015). This kind of contract entails an employee to be at the disposal of an employer and to be used at necessity, through a “call”.

This focus analyses the dynamic of the labour demand concerning on call jobs in the private sector (sections from B to S) in the last 10 years, using data from the Oros quarterly survey. This contractual form, characterised by very low labour input and wages, implies a high precariat potential. The frequent revisions in legislation, even if aimed at giving workers guarantees, has highly conditioned its diffusion over the time (Figure 1).

In 2012 jobs on call were 270 thousands (2.2% of total dependent employment). In 2013 a sudden drop was recorded (more than 92 thousands units less), caused by a re-definition of their application field by Law Fornero that, with the aim to limit their overwhelming growth, introduced duration, age and kind of activity limits (Figure 2). This sharp reduction was recorded also in the following three years, as the effect of a general employment recovery due to the *Jobs Act* policy actions; in 2016 jobs on call amounted at 131 thousand of units (less than the half recorded in 2012). Nevertheless, in this period a growth in their labour input was observed: per-capita weekly hours worked raised from 8.1 in 2012 to 10 in 2016.

Starting from second quarter 2017, a new sustained increase in the number of on call jobs was recorded, equal to +74% year-on-year continuing, at a slower pace, also in 2018 and 2019 (Figure 1): in three years their number doubled. This particularly high growth was related to the abolition of the so called *vouchers*, starting from 17th May 2017 (D.lgs 27/2017), and the consequent contraction in the use of the “accessory work”. The marked increase of on call jobs, particularly in 2017 and 2018, was accompanied by a contraction in their contribution to labour input (Figure 1) that decreased to 8.7 hours worked in 2018 (Figure 2). During 2019 beside a reduced growth in their number a feeble increase in their labour input contribution was recorded (respectively +9% and +3.6%, yearly average), although in a context of employment stability and reduced GDP growth (Figure 1).

FIGURE 1 –NUMBER OF ON CALL JOBS AND PER-CAPITA HOURS WORKED IN RELATION TO GDP AND TOTAL JOBS IN THE PRIVATE SECTORS B-S. Q1:2013 – Q1:2022 (a) (year on year growth in percentage).



(a) Data on the number of jobs and per-capita hours worked are provisional from Q2:2021 to Q1:2022.
Source: Istat, Oros Survey

The dramatic consequences on the labour market caused by Covid-19 emergency affected dramatically the demand of on call jobs that, coherently to GDP, recorded a severe reduction even from first quarter 2020 (-7.8% year on year) (Figure 1). This drop continued for the whole year, implying a drop of over 87 thousands of units (-31.7%) with respect to the previous year (Figure 2); in 2021 GDP and on call jobs went back growing (+23.8 thousands jobs, +12.6%), but only partially balancing the previous year fall. Once again, beside a reduction in the jobs on call demand, an increase in their labour input was observed: in 2021 on call jobs worked 10.2 hours per-capita per week (Figure 2). Their hourly wages accounted for 10.9 euros (Figure 4), just 0.3 euros more than those recorded in 2012. This form of contract is primarily used in the activities of *Accommodation and food service* (section I), where in 2021 97 thousands of units were employed as on call jobs, almost the half of the total (Figure 2); thus, this sector is responsible for the general dynamics of this kind of occupation. Hourly wages recorded values that were on average in the whole period (Figure 4), while hours worked were well below (Figure 3) until 2015 to turn back to average values after the pandemic crisis. A peak in the growth of the number of jobs was recorded in 2017 (+98.5% in one year) and an equally clear fall was that of 2020, equal to 34.6%. An additional 19.2% jobs on call share is in the sectors of *Professional and support service activities* (sections M and N) where in 2021 almost 41 thousands units were recorded (Figure 2), characterized by the highest volatility in terms of hours worked (in 2021 they were 11.8 per week (Figure 3)) and by the lowest hourly wages (8.8 euros in 2021, 2 euros less than the average (Figure 4)). In the *Wholesale and retail trade* (section G) and *Social and personal services* (sections from P to S), there were over 23 thousand units (respectively 11.2% and 11.1% of total on call jobs) with the first sector recording the highest per-capita hours worked (11.8 in 2021) and increasing over the time (Figure 2 and Figure 3). While in social and personal services hourly wages were quite equal to the average, in the wholesale and retail trade sector a positive differential of about 1 euro was observed over the entire period (Figure 4). Less relevant is the presence of on call jobs in *Transportation and storage, Information and communication, Finance and Real estate activities* (sections H, J, K and L) that in 2021 absorbed 6.5% of total on call jobs equal to about 14 thousand units (Figure 2). In these sectors the highest values of the per capita hours worked were recorded, equal to 12.9 per week in 2021 (Figure 3), and hourly wages near the wholesale and retail trade sector (Figure 4). Finally *industry*, where the 6% was employed, equal to about 13 thousands units; also in this sector per-capita hours worked, equal to 12.9 in 2021, were higher than the average, (Figure 2 and Figure 3) while hourly wages recorded the highest values (13.2 euros in 2021) showing an increasing trend over the time (Figure 4).

FIGURE 2 – NUMBER OF ON CALL JOBS AND PER-CAPITA HOURS WORKED PER WEEK (right axis) BY ACTIVITY SECTOR^(b) (number of jobs in thousands).

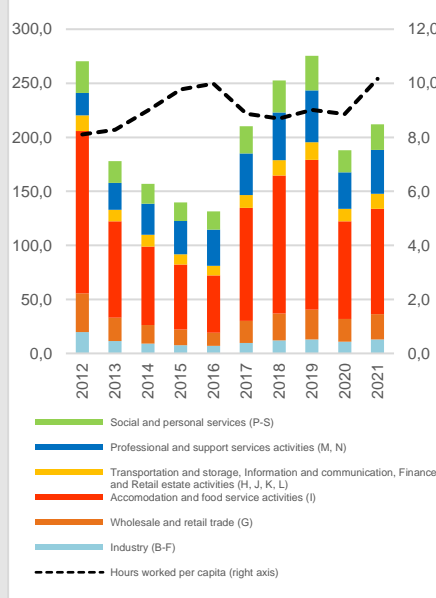


FIGURE 3 – ON CALL JOBS PER-CAPITA HOURS WORKED PER WEEK BY ACTIVITY SECTOR^(b).

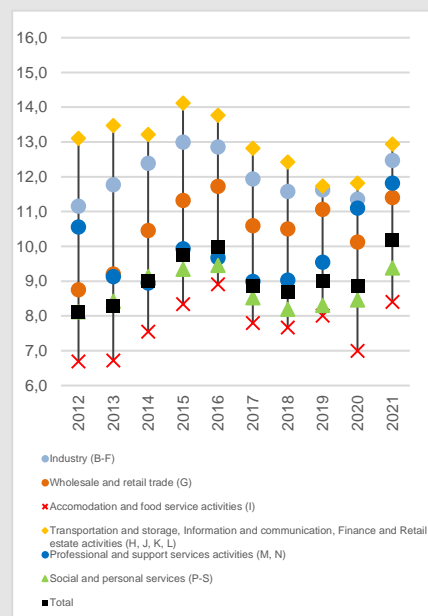
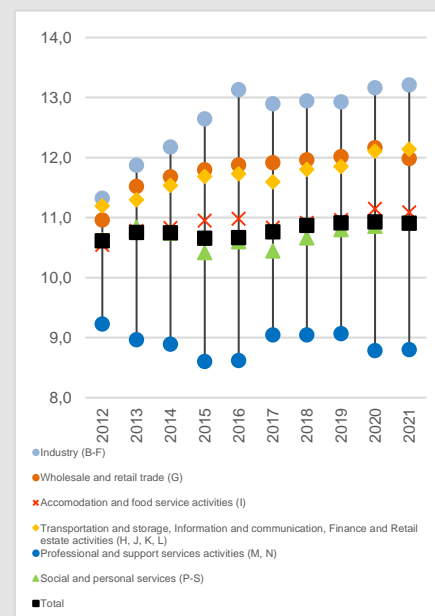


FIGURE 4 – ON CALL JOBS HOURLY WAGES BY ACTIVITY SECTOR^(b) (absolute values in euros).



^(b) Provisional data for 2021.

Source: Istat, Oros Survey

In first quarter 2022 on call jobs were 228 thousands of units, increasing by 86.7% on a year on year basis, equal to 1.7% of total dependent employment (+0.7 percentage points with respect to one year before) (Table 1). The growth was relevant in all the sectors but was particularly high in the Accommodation and food service activities (+168% implying a jobs on call share of 10% of total dependent employment in this sector).

Per-capita hours worked recorded a slight increase (+0.5% year on year) and also hourly wages had a positive evolution (+2.2%). In the Accommodation and food service activities the growth of per-capita hours worked in first quarter 2022 was 22.8%, even remaining below the average (7.8 per week); hourly wages showed a very slow increase (+0.4%).

TABLE 1 – JOBS ON CALL IN Q1:2022 ^(c). TOTALS AND YEAR ON YEAR GROWTH RATES (row data, totals in absolute values, growth rates and share in percentage).

SECTORS	Number of jobs		Per-capita hours worked (weekly average)		Percentage on the sector		Hourly wages (in euro)	
	I 2022	I 2022/ I 2021	I 2022	I 2022/ I 2021	I 2022	I 2022/ I 2021	I 2022	I 2022/ I 2021
Industry (B - F)	13,154	23.9	12.0	2.7	0.3	0.0	13.5	2.0
Wholesale and retail trade (G)	25,173	45.7	11.1	17.1	1.1	0.3	12.0	0.0
Accommodation and food service activities (I)	106,727	168.4	7.8	22.8	10.0	5.3	11.1	0.4
Transportation and storage, Information and communication, Finance and Real estate activities (H, J, K, L)	14,677	38.3	12.8	3.7	0.7	0.2	12.0	-0.5
Professional and support service activities (M, N)	43,517	47.2	11.1	-6.7	2.2	0.6	8.9	4.1
Social and personal services (P - S)	25,187	73.1	8.9	-0.6	2.1	0.8	11.0	3.0
Industry and services (B to S, exclud O)	228,434	86.7	9.5	0.5	1.7	0.7	11.0	2.2

^(c) Provisional data.

Source: Istat, Oros Survey

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.

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 74 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 15-74) 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)
Type of source	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"> • data from the monthly survey on large enterprises with at least 500 employees (GI); • administrative data for small and medium-size, and large enterprises not covered by the monthly survey GI (by the National Social Security Institute). 	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.
Data collection units/bodies obliged to provide data	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.
Coverage in terms of employment	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.
Unit of analysis	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)
Main indicators definition	<p>Employed persons: people aged 15-89 and who have at least one of the following characteristics in the reference week:</p> <ul style="list-style-type: none"> • have worked in any activity at least for one hour (with or without contract) to be paid either monetary or in kind; • employees: not at work (for example, for holidays, sickness, compulsory parental leave) for less than three months. <p>Unemployed persons: not employed persons aged between 15 and 74 years who:</p> <ul style="list-style-type: none"> • 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 • 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. <p>Inactive persons (not labour force): 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>Payroll jobs: 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>“De facto” wages and salaries: 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>Social security contributions: 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>Labour cost: the whole of gross of wages and salaries and social security contributions.</p> <p>Fte: 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"> • hours actually worked in all jobs • domestic employed persons (resident and not resident people employed in resident production units) • jobs (occupied by domestic employed persons) • full-time equivalent (Fte) (the number of full-time jobs corresponding to the total amount of hours actually worked). <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.</p> <p>Hours actually worked include overtime hours and exclude short time working allowance hours, holidays, sickness, work permits.</p>	<p>Hours actually worked by regular employees, including normal time and overtime in the reference quarter .</p> <p>Short time working allowance hours including ordinary, exceptional and extraordinary short time working allowance and hours related to job-security agreements actually used in the reference quarter.</p> <p>Job vacancy rate: 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>Contractual wages and salaries: 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>Contractual length of work: 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>Indicators of contractual tension: employees under expired agreements and the ltime passed from the expiration date.</p> <p>Contractual wages and salaries on a cash and an accrual basis: 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)
Main indicators measure	<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.</p> <p>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.</p> <p>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>

	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)
Changes	With respect to: <ul style="list-style-type: none"> the previous quarter (seasonally adjusted quarter-on-quarter). the same quarter of the previous year (raw year-on-year). 	With respect to: <ul style="list-style-type: none"> the previous quarter (seasonally adjusted quarter-on-quarter). the same quarter of the previous year (raw year-on-year). 	With respect to: <ul style="list-style-type: none"> the previous quarter (seasonally adjusted quarter-on-quarter). the same quarter of the previous year (seasonally adjusted year-on-year). 	With respect to: <ul style="list-style-type: none"> the previous quarter (seasonally adjusted quarter-on-quarter). the same quarter of the previous year (raw and calendar adjusted year-on-year). 	With respect to: <ul style="list-style-type: none"> monthly changes (month-on-month and year-on-year) for the indices. quarterly year-on-year changes for the monthly average wages salaries on a cash basis by Nace.
Frequency of data releases and geographical disaggregation	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.
Timeliness	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.
Reference to the latest release	Speaking guide: http://www.istat.it/en/ Theme: labour and wages > Archive > Labour market Direct link: Labour Market Link to the Economic Trends section: Economic trends: Labour Data are released quarterly on the Istat datawarehouse (I.stat)	Speaking guide: http://www.istat.it/en/ Theme: labour and wages > Archive > Labour market Direct link: Labour Market Link to the Economic Trends section: Economic trends: Labour Data are released quarterly on the Istat datawarehouse (I.stat)	Speaking guide: http://www.istat.it/en/ Theme: labour and wages > Archive > Labour market Link to the Economic Trends section: Economic trends: National Accounts Data are released quarterly on the Istat datawarehouse (I.stat)	Speaking guide: http://www.istat.it/en/ Theme: labour and wages > Archive > Labour market Direct link: Labour Market Link to the Economic Trends section: Economic trends: Labour Data are released quarterly on the Istat datawarehouse (I.stat)	Speaking guide: http://www.istat.it/en/ Theme: labour and wages > Archive > Labour market Direct link: Contractual Wages Link to the Economic Trends section: Economic trends: Labour Data are released monthly on the Istat datawarehouse (I.stat)