

# Labour market

## First quarter of 2010

### an integrated picture

The labour market dynamics in the first quarter of 2020 have been strongly affected by the consequences of the health emergency since the last week of February.

In the first quarter of 2020, labour input in hours worked, severely decreased both on a quarterly basis (-7,5%) and on year-on-year terms (-7.7%). These dynamics reflected the exceptional fall in the economic activity due to the Covid-19 pandemic, with a negative cyclical change in Gdp by -5.3% in the last quarter.

On the labour supply side, in the first quarter of 2020 the number of people in employment decreased in economic terms (-101 thousand, -0.4%), following the increase in permanent employees and the drop in fixed-term employees and in the self-employed. The employment rate went down to 58.8%, -0.2 points compared to the fourth quarter of 2019. The effect of the Covid-19 emergency is more evident in most recent monthly data (April 2020) net of seasonal effects: the number of employees decreased by 274 thousand units (-1.2%) over March 2020, and the employment rate went down to 57.9% (-0.7 points in a month).

In trend terms, the growth in the number of employed persons slowed down (+0.2%, +52 thousand over the first quarter of 2019), due to the permanent employment component despite a decline in fixed-term employees and in self-employment. The growth was more marked among part-time employees, 63.0% of whom were involuntary part-timers. In addition, the number of employees who worked at least 36 hours per week decreased (57.8%, -8.8 points), as a result of absences from work and reduced hours due to the health emergency.

In the annual comparison, the number of people seeking employment decreased for the twelfth consecutive quarter at an even faster pace (-467 thousand in a year, -16.3%). After decreasing in the two previous quarters, the number of inactive people aged 15-64 increased at a fast pace (+290 thousand in one year, +2.2%).

On the business side, the labour demand decreased by 0.5% in employee jobs over the previous quarter, even if an increase was still recorded on an annual basis (+0.6%). Besides the fall in employee jobs, there was a decrease of hours worked per employee on a quarterly basis (-8.8%) and year-on-year basis (-9.4%). The use of short-time working allowances grew up significantly (+68,6 hours per 1,000 hours worked). The job vacancy rate sharply fell to 0.5% compared with the previous quarter (-0.9 percentage points). Compared to the same quarter of the previous year, the job vacancy rate severely dropped by 1,1 percentage points. Labour cost increased by 0.6% compared to the previous quarter and by 0.8% compared to the same quarter of the previous year, as a result both of a growth in wages and salaries over the previous quarter (+0.4%) and previous year (+0.7), and a quarterly (+1%) and annual increase (+1.2%) of social security contributions.

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 first quarter of 2020 (see Methodological note, page 40). It should be noted, however, that the estimates presented in this press release are provisional – also with regard to 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: 11 September 2020

**TABLE 1. LABOUR INDICATORS. Q1 2020, absolute values, percentage values and index numbers, percentage points changes**

|   | Seasonally adjusted |                                      | Not seasonally adjusted data |
|---|---------------------|--------------------------------------|------------------------------|
|   | Value               | Percentage changes (Q1 2020/Q4 2019) | y-0-y (Q1 2020/Q1 2019)      |
| <b>LABOUR INPUT (a) (b)</b>   |                     |                                      |                              |
| <i>National Accounts</i>  |                     |                                      |                              |
| Hours worked (thousands)  | 10.118.827          | -7,5                                 | -7,7                         |
| Agriculture   | 606.882             | -2,4                                 | -0,7                         |
| Industry excluding construction   | 1.690.437           | -8,9                                 | -10,3                        |
| Construction  | 656.727             | -9,9                                 | -8,6                         |
| Services  | 7.164.781           | -7,3                                 | -7,6                         |
| <b>LABOUR SUPPLY (a)</b>  |                     |                                      |                              |
| <i>Labour force survey</i>  |                     |                                      |                              |
| Employed (thousands)  | 23,236              | -0.4                                 | 0.2                          |
| Employees   | 17,999              | -0.4                                 | 0.6                          |
| Permanent   | 15,092              | 0.3                                  | 1.1                          |
| Temporary   | 2,907               | -4.1                                 | -2.0                         |
| Self-employed   | 5,237               | -0.5                                 | -0.9                         |
| Employment rate (aged 15-64)<br>(percent and percentage points changes)                             | 58.8                | -0.2                                 | 0.3                          |
| 15-34 years   | 41.3                | -0.4                                 | 0.1                          |
| 35-49 years   | 73.6                | -0.1                                 | 0.2                          |
| 50-64 years   | 61.0                | -0.1                                 | 0.7                          |
| Unemployed (thousands)  | 2,272               | -7.1                                 | -16.3                        |
| Unemployment rate<br>(percent and percentage points changes)  | 8.9                 | -0.6                                 | -1.7                         |
| Inactive population (aged 15-64) (thousands)  | 13,519              | 1.8                                  | 2.2                          |
| Inactivity rate (aged 15-64)<br>(percent and percentage points changes)                             | 35.3                | 0.7                                  | 0.9                          |
| <b>EMPLOYEE LABOUR DEMAND (a) (c)</b>   |                     |                                      |                              |
| <i>Oros, Large enterprises and Vela Surveys</i>   |                     |                                      |                              |
| Number of jobs (index 2015=100)   | 111.0               | -0.5                                 | 0.6                          |
| Temporary employment agency jobs (d) (index 2015=100)   | 146.8               | 0.1                                  | -0.3                         |
| Hours worked (e) (index 2015=100)   | 100.3               | -11.0                                | -9.5                         |
| Per capita hours worked (e) (index 2015=100)  | 90.6                | -8.8                                 | -9.4                         |
| Short-time working allowance hours per 1,000 hours worked<br>(absolute changes per 1,000 incidence) | nd                  | nd                                   | 68.6                         |
| Job vacancy rate<br>(percent and percentage points changes)   | 0.5                 | -0.9                                 | -1.1                         |
| <b>EMPLOYEE LABOUR COST</b>   |                     |                                      |                              |
| <i>Oros, Large enterprises and Vela, Contractual Wages and Salaries Survey</i>                      |                     |                                      |                              |
| Gross wages and salaries (a) (c) (index 2015=100)   | 103.4               | 0.4                                  | 0.7                          |
| Social security contributions (a) (c) (index 2015=100)  | 106.4               | 1.0                                  | 1.2                          |
| Labour cost (a) (c) (index 2015=100)  | 104.2               | 0.6                                  | 0.8                          |
| Cash wages according to collective labour agreements<br>(monthly average in euros) (f)              | 1,983               | -                                    | 0.8                          |

(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 (first quarter of 2020)

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In the first quarter of 2020, the labour input used in the economic system (expressed as hours worked in National Accounts) decreased severely both on a quarterly basis (-7,5) and on year-on-year terms (-7.7%).

The number of employees estimated by the Labour force survey at 23,236 million people, net of seasonal effects, went down for the third consecutive quarter and at a faster rate (-101 thousand, -0.4%); the increase in permanent employees (+50 thousand, +0.3%) was offset by the significant decrease in fixed-term employees (-123 thousand, -4.1%) and the less accentuated decrease in the self-employed (-28 thousand, -0.5%).

Although spread across the country, the drop in employment was more accentuated in relative terms in the South (-0.6%) and the North (-0.4%) than in the Centre (-0.2%).

The employment rate went down to 58.8%, -0.2 points compared to last quarter; the drop in the North and South (-0.3 points in both cases) was offset by stability in the Centre. The unemployment rate decreased in economic terms for the fifth consecutive quarter and at a more intense rate to 8.9% (-0.6 points); the inactivity rate showed a strong growth in three months reaching 35.3% (+0.7 points).

In industrial and services enterprises, employee jobs decreased by 0.5% on a quarterly basis and increased by 0.6% year-over-year; the number of hours worked decreased compared with both the previous quarter (-11%) and the same quarter of the previous year (-9.5%). Per capita hours worked decreased by 8.8% on a quarterly basis and by 9.4% year-over-year. Short-time working allowance hours strongly increased from 6.9 to 75.5 per thousand hours worked. Temporary employment agency jobs increased by 0.1% on a quarterly basis, but continued to decrease by 0.3% on an annual basis.

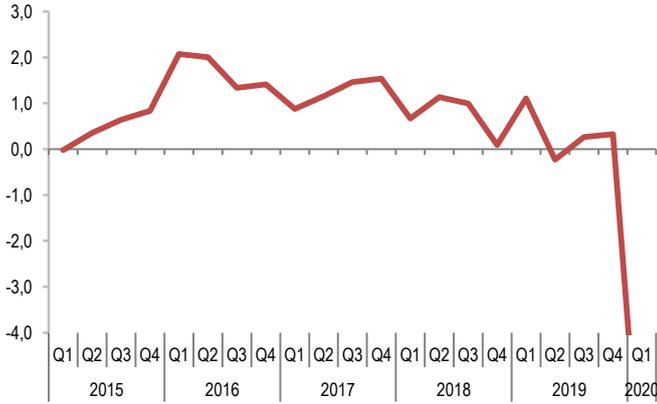
The seasonally adjusted index of labour costs per full time equivalent (Fte) increased by 0.6% on a short-term basis, as a result of an increase both of wages and salaries (+0.4%) and of social security contributions (+1%). On a yearly basis, labour costs showed an increase by 0.8%, with a growth by 0.7% of wages and salaries and by 1.2% of contributions.

The job vacancy rate equal to 0.5%, showed a sharp fall in comparison with both the previous quarter and the same quarter of the previous year (-0.9 and -1.1 percentage points, respectively).

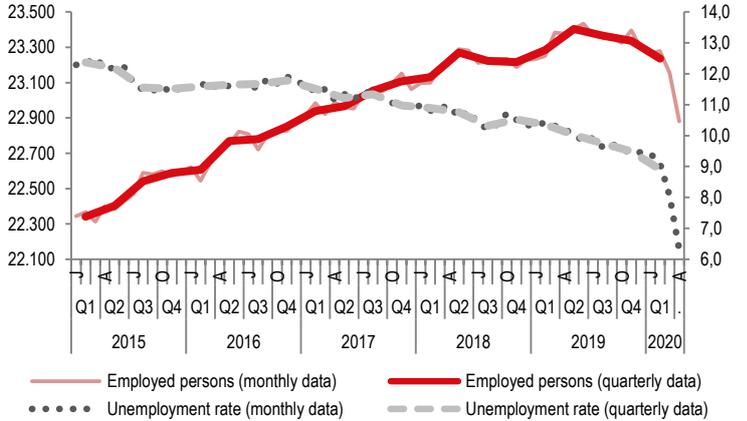
In this quarter the "Focus on" on page 16 entitled "*The impact of the health emergency on unemployment and inactivity*" explores the dynamics and characteristics of the unemployed and inactive in the last quarter.

The Methodological note shows the confidence intervals of sample estimates of the main non-seasonally adjusted indicators of labour supply and demand.

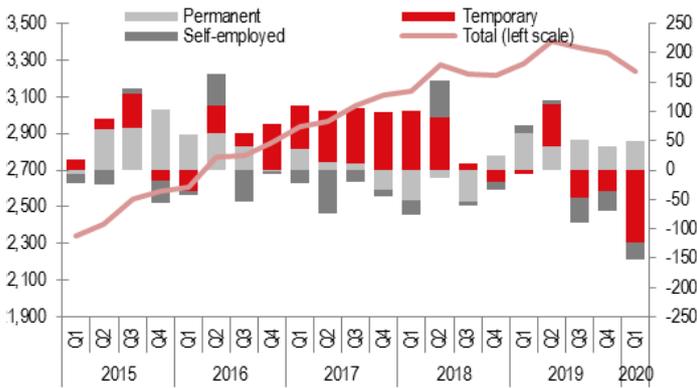
**FIGURE 1. HOURS WORKED - TOTAL ECONOMY Q1 2015–Q1 2020**, seasonally adjusted data, percentage change over the same quarter of the previous year



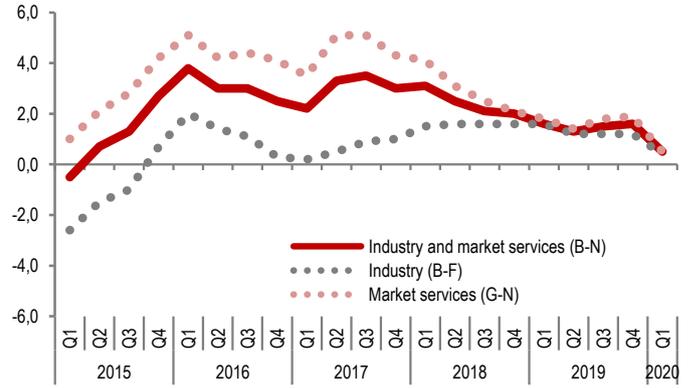
**FIGURE 2. EMPLOYED (left scale) AND UNEMPLOYMENT RATE (right scale) Q1 2015– Q1 2020**, seasonally adjusted data, thousand and percentage rates



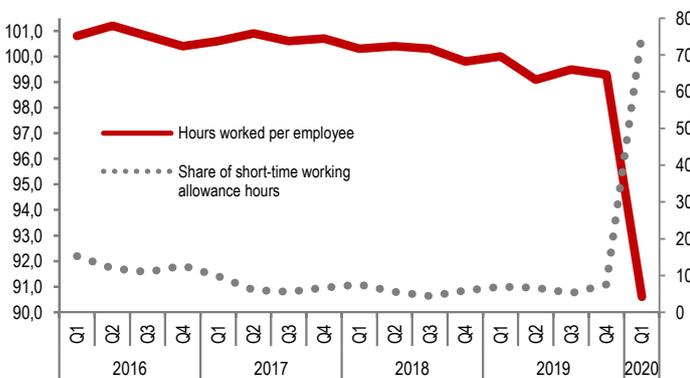
**FIGURE 3. EMPLOYEES (PERMANENT AND TEMPORARY) AND SELF-EMPLOYED Q1 2015–Q1 2020**, seasonally adjusted data, values (left scale) and absolute changes over previous period (right scale)



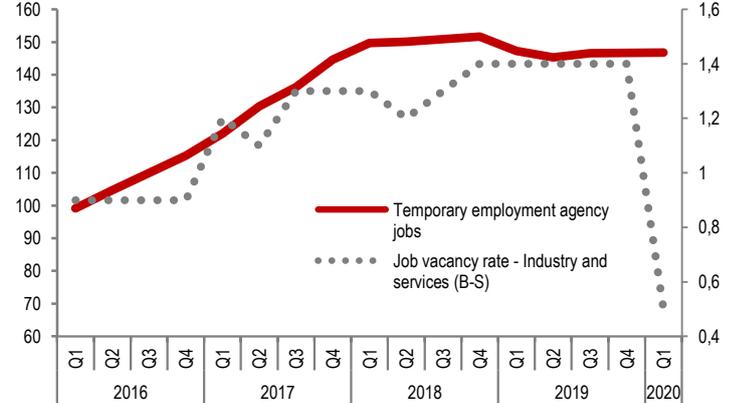
**FIGURE 4. NUMBER OF JOBS IN INDUSTRY AND MARKET SERVICES (B-N) Q1 2015 – Q1 2020**, not seasonally adjusted data, percentage change over the same quarter of the previous year (2015=100)



**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 – Q1 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 2015 – Q1 2020**, indices (2015=100) and seasonally adjusted percentage values



focus on

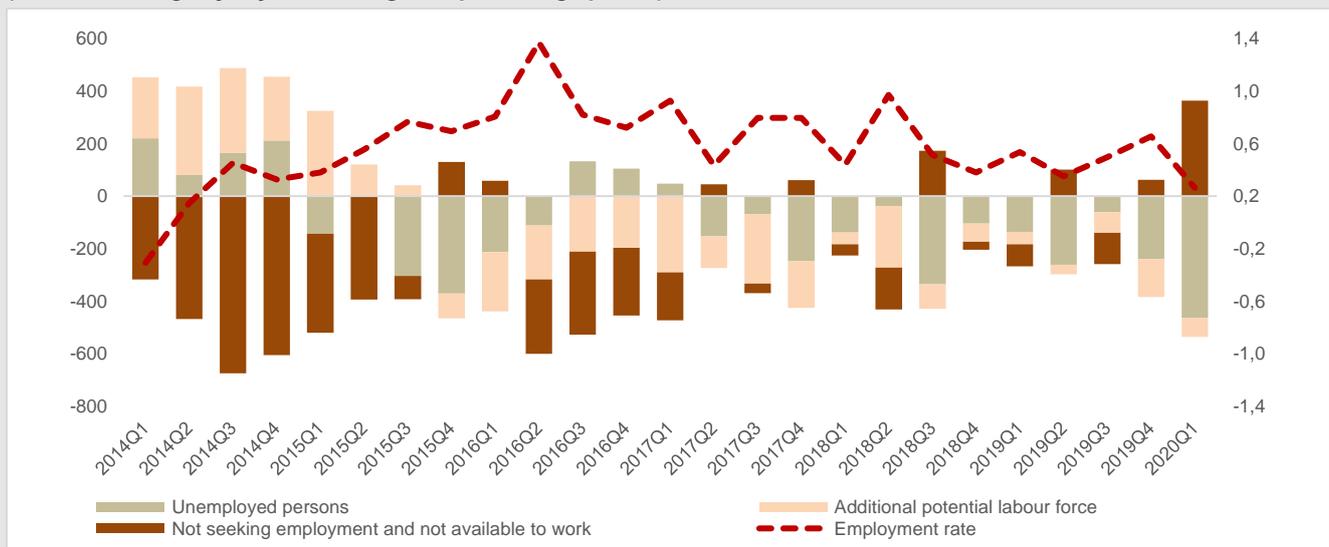
The health emergency impact on unemployment and inactivity

In addition to the substantial slowdown in employment growth, the first quarter of 2020 registered a sharp drop in the number of the unemployed associated with an increase of the inactive people aged between 15 and 64. This dynamic mainly emerged during March, when the progressive closure of non-essential production sectors and the limitations in the people’s mobility induced by the health emergency changed individual behaviors related to the job search.

Long-term analyses showed the link between non-employment and the economic cycle, and indeed the employment recovery occurred in 2014 led to an increase in unemployment and potential labour force, because people were pushed to seek for a job (more or less actively). The favorable economic situation has led most of these people to be absorbed into employment, with a consequent decrease in unemployment and in the inactive people more attached to the labour market (Figure 1).

The anomaly of the first quarter of 2020 is evident because the slowdown in employment rate growth was linked to the increase in inactive people less attached to the labour market (people not looking for a job and not available to work), associated with the drop in the unemployed and potential labour force.

FIGURE 1 – NON-EMPLOYED PERSONS BY LABOUR STATUS AND EMPLOYMENT RATE (Age 15-64) Q1 2014-Q1 2020 (absolute changes y-o-y and changes in percentage points)



Source: Istat, Labor force survey

However, this result was consistent with the specific situation. According to the European harmonized definition, there are two necessary conditions for a non-employed person to be classified as unemployed: i) having undertaken at least one action to seek for a job in the last month; ii) be available to start a new job within two weeks.

Limitations due to lockdown made it difficult, if not almost impossible, meeting the two conditions, due to the increased family burdens (especially for women with children and without schools), the lack of activity in many productive sectors and the strict limitations in travelling. Therefore, even those who were actively seeking for a job before March 11 may have stopped seeking due to the health emergency (maybe because the sector of possible employment had to suspend activities) or may have had additional difficulties in making themselves available within two weeks. The same reasons led to a drop in potential labor force, that are inactive people who meet only one of the two conditions to be unemployed.

From the flow data, after one year, both the transitions from unemployment to inactivity (44.4%, +5.3 points), and from the potential labor force to the inactive people not seeking for a job and not available to work increased (33.4%, +2.9 points).

The decrease in unemployment (-467 thousand, -16.3%) was generalized, involving all population subgroups, albeit with different intensity. In particular, the reduction was higher for men (-279 thousand, -18.3%) than women (-188 thousand, -14.0%), more relevant in the North (-17.7%), in people aged 35-49 (-19.8%) and for parents rather than their children (-18.9% and -13.9%, respectively). Furthermore, the decrease involved both individuals with previous work experience (-338 thousand, -16.1%), as well as those seeking for their first employment (-128 thousand, -16.9%).

Drop in the unemployment was also associated with the decline in the potential labor force (-73 thousand, -2.4%) in the face of the sharp increase in the inactive people less attached to the labor market, i.e. those who declared that they were not seeking for a job and could not start working in the short term (+363 thousand; + 3.6%). More than half of this increase was involving residents in the South and Islands (+202 thousand; + 4.9%) but the increase was also strong in the Center (+59 thousand, + 3.1%) and in the North (+102 thousand, + 2.4%).

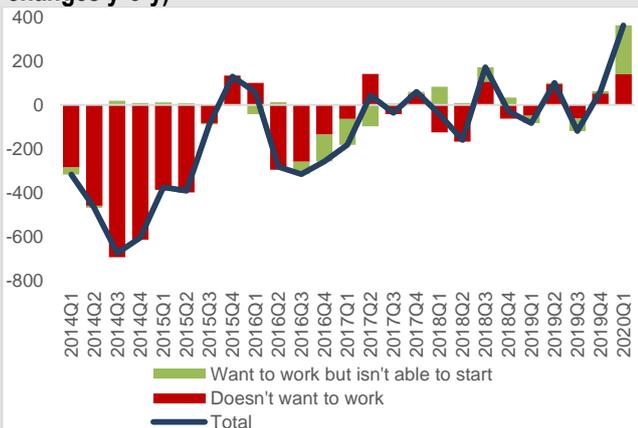
This component of the inactive people is traditionally less attached to the labor market: 90% of the aggregate is made up of individuals who declare they do not want to work, mainly students, pensioners and housewives (both men and women). However, in this particular quarter it took on a different connotation in the light of Covid-19-induced inhibition of proactive behaviors in the job search and in the availability to work. Out of these additional 363 thousand inactive people, 223 thousand (61.5%), though they did not seek for a job and were not able to start within two weeks, but declared they wanted to work (Figure 2).

Among the inactive people, who were not seeking for job and were not immediately available, the share of those who would like to work passed from 8.0% to 9.9% in one-year time. In the recent past, this segment never played a driving role in the growth of inactivity. Therefore, it was an anomaly due to the exceptional nature of the ongoing emergency, that shifted individuals from an active search condition - more or less intense depending on whether they were unemployed or potential labor force - to a complete inactivity.

Self-declared condition by the interviewees also confirmed this picture: in seven out of ten cases the increase in those who did not seek and were not available to work involved people who called themselves unemployed (Figure 3), while in the past the increase in the aggregate were mainly due to the increase of housewives and students.

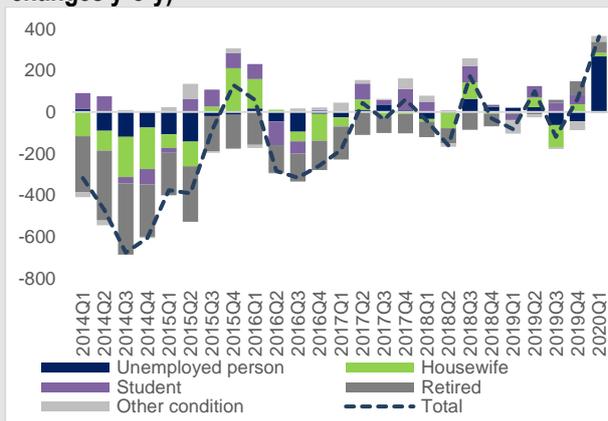
The exceptional attachment of this aggregate to the labor market was highlighted by the fact that among this inactive segment, the increase mainly involved people with previous work experience, including recent ones. In six out of ten cases, they stopped working in the previous year (+230 thousand) and in about a quarter of cases right in the current quarter (+88 thousand).

**FIGURE 2. INACTIVE PEOPLE AGE 15-64 NOT SEEKING FOR JOB AND NOT AVAILABLE TO WORK BY WILL TO WORK- Q1 2014-Q1 2020 (absolute changes y-o-y)**



Source: Labor Force Survey

**FIGURE 3 INACTIVE PEOPLE AGE 15-64 NOT SEEKING FOR JOB AND NOT AVAILABLE TO WORK BY MAIN PERCEIVED STATUS - Q1 2014-Q1 2020 (absolute changes y-o-y)**



Reasons why individuals did not look for a job were concentrated in "other reasons" (+115 thousand), in particular among those who would have liked to work (+91 thousand). The analysis of specific textual responses showed that in more than nine out of ten cases, the reason was related to the pandemic.

Similarly, in seven out of ten cases, the health emergency was also the reason for the unavailability of those who would have liked to work but could not start within two weeks.

## 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.

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

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

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

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

## Istat sources on the labour market

|   | Labour Force Survey  | Business indicators (Oros and Large Enterprises Surveys)  | National accounts  | Indicators on hours worked and job vacancies (Vela and Large Enterprises Surveys)   | Contractual wages and salaries (indices and levels)  |
|---|--|---|--|---|--|
| <b>Type of source</b>                                       | CAPI-CATI sample surveys covering the resident population in households and estimating the number of persons employed, the unemployed and the inactive. Two-stage annual sample including more than 250 thousand private households resident in Italy (that is around 600 thousand people) in around 1,400 municipalities. | Census survey carried out by integrating: <ul style="list-style-type: none"> <li>• data from the monthly survey on large enterprises with at least 500 employees (GI);</li> <li>• administrative data for small and medium-size, and large enterprises not covered by the monthly survey GI (by the National Social Security Institute).</li> </ul> | Statistical processing, allowing to estimate labour input, through integration and comparison of different statistical sources and indirect methods of estimation.   | Census survey for enterprises with at least 500 employees (GI). Sample survey for enterprises with less than 500 employees (Vela), sample of around 26,000 enterprises (rotated by one third every year). | Survey based on a sample of 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.<br>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><br/>Stock of employed persons (employees and self-employed), unemployed, inactive and their rates.</p> <p><u>Reference time:</u><br/>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><br/>produced with a calibration estimator interpretable as average of weekly stocks.</p> | <p><u>Indicators:</u><br/>Stock of employee jobs.<br/>Ratio between stocks of de facto wages and salaries and Fte.<br/>Ratio between stocks of social security contributions and Fte.<br/>Ratio between stocks of labour cost and Fte.</p> <p>Only indices with base 2015=100 are released.</p> <p><u>Reference time:</u><br/>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><br/>Quarterly average of monthly stocks.</p> | <p><u>Indicators:</u><br/>Stocks of hours worked, domestic employed workers, jobs, full-time equivalent (Fte).</p> <p><u>Reference time:</u><br/>Average employment over the period (quarter and year).</p> | <p><u>Indicators:</u><br/>Hours worked by employees in the quarter.<br/>Hours worked per capita in the quarter.<br/>Overtime as percentage of hours worked.<br/>Short-time working allowance hours per 1,000 hours worked.<br/>Job vacancy rate.<br/>For hours worked and per capita hours worked only indices with base 2015=100 are released.</p> <p><u>Reference time:</u><br/>Hours worked include all hours worked by employees in the quarter.<br/>Short-time working allowance hours include those actually used in the reference quarter.<br/>The number of job vacancies refers to the last day of the quarter.</p> <p><u>Estimate:</u><br/>Per capita hours worked are calculated dividing hours worked by the average of jobs in the last day of the previous and reference quarter.<br/>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><br/>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).<br/>Contractual wages and salaries on a cash basis, monthly average by Nace. Quarterly levels.<br/>Contractual wages and salaries on a cash and an accrual basis by national collective agreement. Annual levels.<br/>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><br/>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.<br><br>Quarterly: estimates of indicators by NUTS1 and NUTS2.<br><br>Yearly: estimates of indicators by NUTS3.  | Quarterly: estimates of country level indicators.   | Yearly and Quarterly: estimates of labour input at country level.<br><br>Yearly: estimates of labour input by NUTS2 and NUTS3.   | Quarterly: estimates of country level indicators.   | Monthly: indices and indicators of contractual tension.<br><br>Quarterly: contractual wages and salaries on a cash basis by Nace.<br><br>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.<br>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><br>Theme: labour and wages > Archive > Labour market<br><br>Direct link: <a href="#">Labour Market</a><br><br>Link to the Economic Trends section: <a href="#">Economic trends: Labour</a><br><br>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><br>Theme: labour and wages > Archive > Labour market<br><br>Direct link: <a href="#">Labour Market</a><br><br>Link to the Economic Trends section: <a href="#">Economic trends: Labour</a><br><br>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><br>Theme: labour and wages > Archive > Labour market<br><br>Link to the Economic Trends section: <a href="#">Economic trends: National Accounts</a><br><br>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><br>Theme: labour and wages > Archive > Labour market<br><br>Direct link: <a href="#">Labour Market</a><br><br>Link to the Economic Trends section: <a href="#">Economic trends: Labour</a><br><br>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><br>Theme: labour and wages > Archive > Labour market<br><br>Direct link: <a href="#">Contractual Wages</a><br><br>Link to the Economic Trends section: <a href="#">Economic trends: Labour</a><br><br>Data are released monthly on the Istat datawarehouse (I.stat) |