

# Labour demand and skill evolution in the automotive industry. A case study of Emilian MotorValley

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This essay analyses the labour market in the Emilia-Romagna automotive industry using micro-data on compulsory communications provided by the Sistema Informativo Lavoro Emilia-Romagna (SILER) for the decade 2008-2017. The SILER database is combined with the ESCO database on skills and occupations to identify a group of occupations with a positive balance between hirings and firings during the period. Firstly, the identification of the most in-demand occupations in the sector highlights the changing skills needs of firms. Secondly, the data on the duration of contracts show that the automotive industry makes extensive use of temporary contracts. Temporary contracts account for more than 50% of hiring, even in large premium companies. Temporary contracts with less protection have an average duration of 139 days. This poses a potential threat to developing and sustaining local industry. According to Jacob Mincer, the short duration of contracts makes the process of learning and on-the-job training less effective. It is noteworthy that this phenomenon occurs to a significant extent in a region, industry and companies with a long manufacturing tradition.