



Press release

## Labour: 504 thousand new hires forecast by companies in January +46 thousand compared to a year ago. 230 thousand new hires difficult to recruit

Roma, 3 January 2023 - 504 thousand is the number of workers sought by companies in January and 1.3 million for the first trimester of the year. 46 thousand more new hires compared to January 2022 (+10.1%) and +149 thousand new hires (+12.9%) taking the entire trimester as a reference. The demand for labour forecast at the beginning of the year is above pre-Covid levels and shows a +14.0% increase (+62 thousand new hires) compared to January 2019. Leading the demand for labour is the manufacturing sector with an annual increase of 17.8% (+19 thousand new hires). This sector is followed by tourism (+10 thousand units; +21.0%), operational support services for businesses and individuals (+7 thousand; +17.7%) and personal services (+7 thousand; +12.9%). Difficulty in recruiting rises to 45.6% (+7 percentage points compared to a year ago) at 66% for managerial figures and is close to 62% for skilled labourers. The *Excelsior Information System* bulletin, created by **Unioncamere** and **Anpal**<sup>1</sup>, outlines this scenario.

In January, the industry is planning 174 thousand new hires. Those seeking personnel are the construction companies (inflow of 51 thousand), followed by mechatronics companies with an inflow of 34 thousand and metallurgical and metal products companies that plan an inflow of 27 thousand workers. The services sector plans to hire 330 thousand workers: the greatest job opportunities are offered by personal services, which are seeking 64 thousand profiles, followed by commerce (60 thousand) and tourism (58 thousand).

The mismatch between labour supply and demand is growing, passing from 38.6% last year to 45.6% (equal to around 230 thousand new hires). Lack of candidates is the reason most reported by companies (27.8%), followed by inadequate skill set (13.5%) and other reasons (4.3%). According to the Borsino Excelsior overview of professions, it is most difficult to recruit managers (66.1%), specialised labourers (61.9%), technicians (51.6%), plant operators (49.0%), intellectual, scientific and highly specialised professions (47.5%), skilled professions in commercial activities and in services (41.0%). The average search time required to fill the vacancies assessed by companies as difficult to recruit exceeds 4 months (4.3).

There are 153 thousand planned new hires aimed primarily at young people under 30 years of age and for whom the average difficulty to recruit is 48%. Around 20% of searches for personnel are aimed at university graduates (96 thousand) and 30% for high school diploma holders (150 thousand). For 18.1% of new hires (over 91 thousand), companies are thinking of turning to immigrant workers, especially in the logistics, operational services and metallurgy sectors.

Fixed-term contracts were the most widely-proposed form of hiring, with 208 thousand units, equal to 41.3% of the total. These are followed by permanent contracts (122 thousand units, 24.3%), agency worker contracts (74 thousand, 14.7%) and other non-employee contracts (44 thousand, 8.8%). Apprenticeships are proposed for 25 thousand new hires (5.0%), while collaboration contracts and other types of employee contract are indicated for 19 thousand new hires (3.7%) and 10 thousand new hires (2.1%) respectively.

At the territorial level, the macro-divisions of the North West and North East report the highest hiring forecasts (respectively over 171 thousand and around 123 thousand), followed by the Southern (over 109 thousand) and Central (around 101 thousand) regions. The regional classification of new hires indicates, in order, Lombardia (121 thousand), Veneto (51 thousand), Lazio (50 thousand), Emilia-Romagna (49 thousand), Piemonte (37 thousand) and Campania (32 thousand).

<sup>1</sup> Forecasts for January are based on interviews conducted on a sample of almost 96,000 companies. The interviews were conducted in the period of 16 November 2022 – 02 December 2022

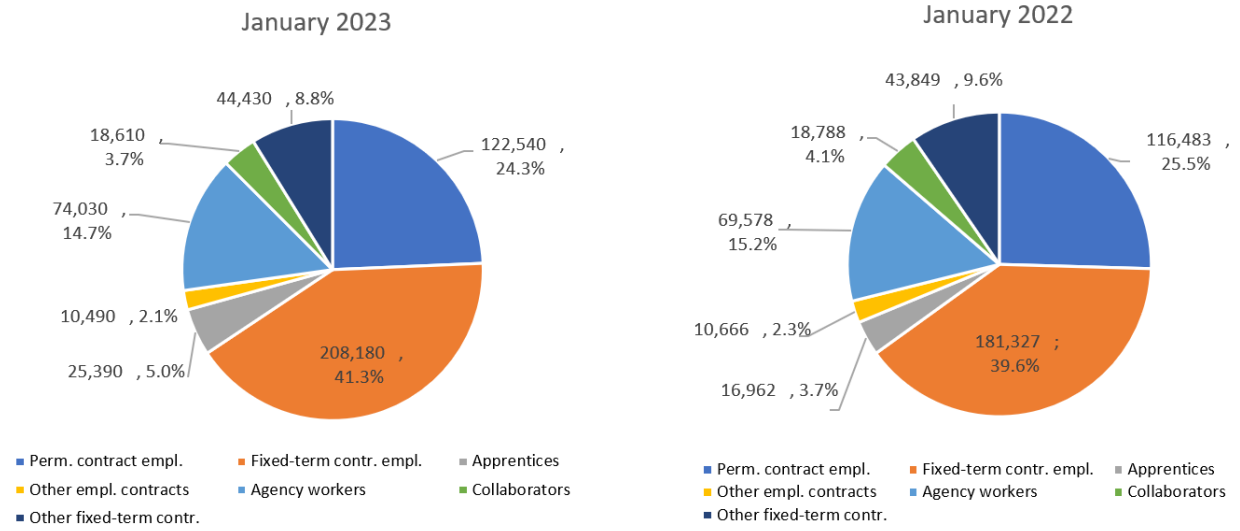
## INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR

	Total inflow		Variation December 2022 - January 2023		Variation January 2023 - January 2019		Variation January 2023 - January 2022		Variation Jan-Mar23/Jan-Mar22	
	planned January 2023	Planned Jan-Feb23	a.v.	%	a.v.	%	a.v.	%	a.v.	%
<b>TOTAL</b>	<b>503,670</b>	<b>1,307,070</b>	<b>174,330</b>	<b>52.9</b>	<b>62,010</b>	<b>14.0</b>	<b>46,020</b>	<b>10.1</b>	<b>148,920</b>	<b>12.9</b>
<b>INDUSTRY</b>	<b>173,790</b>	<b>440,530</b>	<b>85,100</b>	<b>96.0</b>	<b>25,890</b>	<b>17.5</b>	<b>23,310</b>	<b>15.5</b>	<b>67,710</b>	<b>18.2</b>
<b>Manufacturing and PU</b>	<b>123,340</b>	<b>293,740</b>	<b>65,560</b>	<b>113.5</b>	<b>8,120</b>	<b>7.0</b>	<b>18,650</b>	<b>17.8</b>	<b>47,730</b>	<b>19.4</b>
Food, beverage and tobacco industries	14,330	35,590	6,130	74.8	1,080	8.2	2,170	17.9	6,370	21.8
Textile, clothing and footwear industries	11,540	31,200	5,360	86.7	-2,320	-16.7	-2,500	-17.8	-6,060	-16.3
Wood and furniture industries	6,790	16,010	3,460	103.7	2,440	56.2	2,160	46.7	4,560	39.9
Paper, paper transformation and printing industries	4,150	9,280	2,260	118.9	1,120	36.9	1,070	34.6	2,350	33.9
Chemical-pharmaceutical, plastic and rubber industries	13,670	30,250	7,950	139.1	680	5.2	2,680	24.4	7,240	31.5
Non-metallic mineral processing and mining industries	4,160	10,720	2,120	104.5	370	9.8	800	23.7	2,250	26.6
Metallurgical and metal products industries	27,310	63,790	16,310	148.2	2,240	8.9	5,240	23.7	12,290	23.9
Mechanical and electronics industries	33,990	78,490	18,990	126.6	3,710	12.2	7,680	29.2	19,190	32.4
Other industries	7,400	18,410	2,980	67.5	-1,200	-13.9	-650	-8.1	-470	-2.5
<b>Construction</b>	<b>50,460</b>	<b>146,790</b>	<b>19,550</b>	<b>63.2</b>	<b>17,770</b>	<b>54.4</b>	<b>4,660</b>	<b>10.2</b>	<b>19,980</b>	<b>15.8</b>
<b>SERVICES</b>	<b>329,880</b>	<b>866,540</b>	<b>89,230</b>	<b>37.1</b>	<b>36,120</b>	<b>12.3</b>	<b>22,710</b>	<b>7.4</b>	<b>81,220</b>	<b>10.3</b>
Commerce	60,100	168,850	10,390	20.9	-7,330	-10.9	-1,430	-2.3	13,230	8.5
Accommodation and catering services; tourist services	57,630	184,040	-8,250	-12.5	8,890	18.3	10,000	21.0	31,630	20.8
Transport, logistics and warehousing services	41,130	102,330	14,410	53.9	4,800	13.2	-1,450	-3.4	-4,860	-4.5
Media and communication services	5,420	15,930	1,840	51.6	1,060	24.4	-200	-3.6	490	3.1
IT and telecommunications services	18,480	43,380	7,830	73.5	2,890	18.5	280	1.5	4,060	10.3
Advanced business support services	31,350	73,730	16,200	107.0	8,320	36.1	3,050	10.8	14,230	23.9
Financial and insurance services	6,320	13,640	2,720	75.4	260	4.2	-1,740	-21.6	-3,640	-21.1
Operational support services for businesses and individuals	45,910	115,720	19,210	72.0	4,860	11.8	6,920	17.7	19,820	20.7
Personal services	63,550	148,940	24,880	64.3	12,370	24.2	7,260	12.9	6,250	4.4

Absolute values rounded to the nearest ten. The totals may not coincide with the sum of the single values.

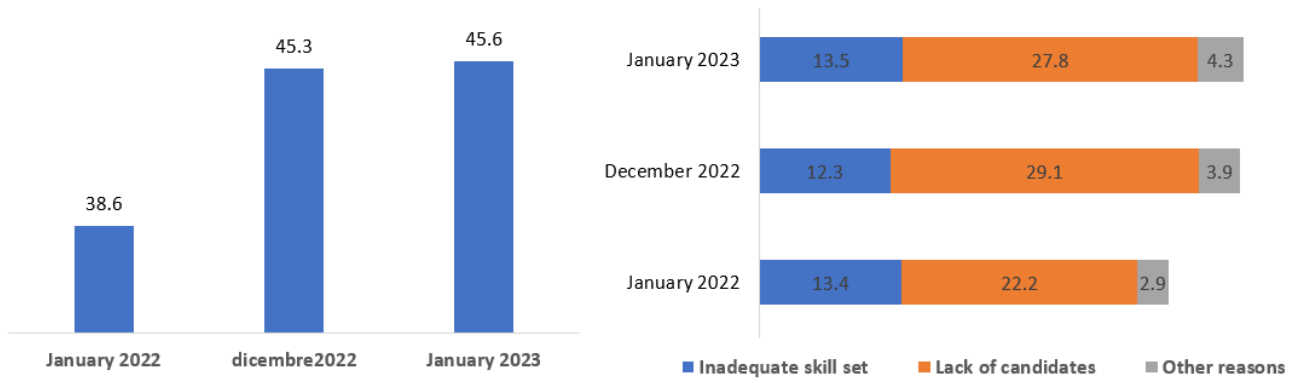
Source: Unioncamere - ANPAL, Excelsior Information System, 2022

**INFLOW OF WORKERS FORECAST BY COMPANIES BY CONTRACT TYPE (a.v.; %)**



Source: Unioncamere - ANPAL, Excelsior Information System, 2022

**DIFFICULTY IN RECRUITING AND REASONS (%)**



Source: Unioncamere - ANPAL, Excelsior Information System, 2022

## THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF JANUARY 2023 \*

according to the classification of professions - ISTAT 2011 (3 digit)

	INFLOW EXPECTED IN JANUARY 2023	Distributi on x 1000	Diffculty in recruiting (%)	EXPECTED INFLOW January - March 2023
<b>INFLOW</b>	<b>503,670</b>	<b>1,000</b>	<b>45.6</b>	<b>1,307,070</b>
<b>MANAGERS</b>	<b>1,840</b>	<b>3.6</b>	<b>66.1</b>	<b>4,040</b>
<b>INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS</b>	<b>40,540</b>	<b>80.5</b>	<b>47.5</b>	<b>93,560</b>
Experts in mathematical, computer, chemistry, physical and natural sciences	7,550	15.0	48.6	18,730
Engineers and similar professions	7,890	15.7	53.0	18,430
Life sciences specialists	3,750	7.4	70.2	7,610
Specialists in management, commercial and banking sciences	7,330	14.5	37.3	16,730
Other teaching and education specialists	3,250	6.5	47.4	6,480
<b>TECHNICAL PROFESSIONS</b>	<b>86,020</b>	<b>170.8</b>	<b>51.6</b>	<b>201,410</b>
IT, telematics and telecommunications technicians	10,940	21.7	58.1	26,560
Engineering technicians	8,690	17.2	59.7	22,250
Goods and services production processes management technicians	6,510	12.9	63.9	16,610
Health technicians	14,830	29.4	62.8	31,380
Technicians of the organisation and administration of production activities	8,430	16.7	42.5	17,930
Financial and insurance activities technicians	2,960	5.9	40.9	6,230
Market relations technicians	14,380	28.5	46.5	36,570
Commercial distribution technicians and similar professions	6,250	12.4	53.2	13,870
Teachers in vocational training, instructors, coaches, athletes and similar professions	4,630	9.2	34.5	9,670
<b>OFFICE WORKERS</b>	<b>45,880</b>	<b>91.1</b>	<b>30.3</b>	<b>116,120</b>
Secretarial and general affairs office staff	20,850	41.4	29.7	49,430
Counter and money transactions office staff	3,750	7.5	35.3	9,270
Customer reception and information office staff	11,480	22.8	29.9	32,180
Logistics administrative management office staff	4,120	8.2	31.4	11,310
Economic, accounting and financial management office staff	3,980	7.9	33.9	10,220
<b>SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES</b>	<b>97,900</b>	<b>194.4</b>	<b>41.0</b>	<b>279,700</b>
Sales people	32,820	65.2	29.1	93,200
Catering business operators	44,150	87.7	48.6	132,920
Qualified professions in health and social services	7,920	15.7	49.4	20,220
Beauty treatment professionals	4,060	8.1	49.0	11,070
Skilled professions in personal and similar services	4,600	9.1	40.4	10,660
<b>SPECIALISED LABOURERS</b>	<b>84,410</b>	<b>167.6</b>	<b>61.9</b>	<b>225,810</b>
Artisans and specialised labourers in construction and building maintenance	20,220	40.1	58.6	58,150
Building finisher artisans and specialised labourers	14,720	29.2	70.3	40,990
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	9,800	19.5	66.5	25,640
Blacksmith ironworkers, tool makers and similar professions	6,650	13.2	58.7	13,490
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	11,250	22.3	67.9	29,520
Electrical and electronic equipment installation and maintenance artisans and specialised labourers.	6,770	13.4	63.9	15,820
Artisans and specialised workers in food processing	3,830	7.6	51.2	9,310
<b>PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS</b>	<b>75,490</b>	<b>149.9</b>	<b>49.0</b>	<b>188,310</b>
Automatic and semi-automatic machinery workers for metal processing and for mineral products	6,860	13.6	58.4	15,630
Operators of machinery for the manufacture of rubber items and plastic materials	4,510	9.0	48.3	9,800
Workers assigned to machinery in the industry of textiles, garments and similar	4,710	9.3	64.9	11,660
Workers assigned to assembly of industrial products	8,200	16.3	45.7	18,810
Workers assigned to industrial product packaging machines	4,590	9.1	23.5	10,870
Workers assigned to stationary machinery for the food industry	2,570	5.1	44.6	6,260
Motor vehicle drivers	27,320	54.2	56.7	70,700
Operators of earthmoving, lifting and material handling machinery	8,110	16.1	35.9	23,710
<b>UNSKILLED PROFESSIONS</b>	<b>71,610</b>	<b>142.2</b>	<b>29.7</b>	<b>198,120</b>
Unskilled staff assigned to moving and delivery of goods	24,800	49.2	28.7	67,390
Unskilled cleaning service staff	35,290	70.1	29.4	94,260
Unskilled staff assigned to custodial services for buildings, equipment and goods	2,750	5.5	26.6	11,190

\* The professions requested for the main professional groups are presented here. The sum of the inflow of workers for each "group shown", therefore, does not correspond to the total.

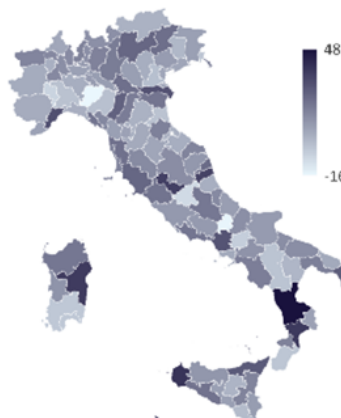
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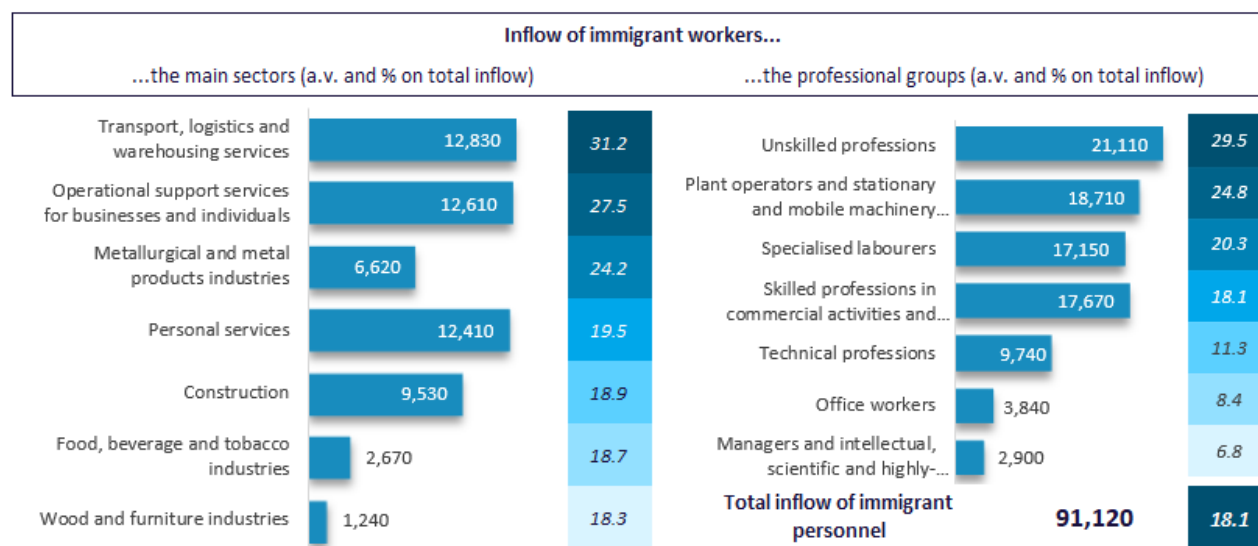


**THE INFLOW IN THE TERRITORIES IN THE MONTH OF JANUARY 2023 AND IN THE PERIOD OF JANUARY - MARCH 2023**

	January 2023		January - March 2023	Variations (a.v.)		% variation forecasted inflow January 2023/2022
	Forecasted inflow	% difficult to recruit	Forecasted inflow	january 2023/2022	jan - mar 23/ jan - mar 22	
PIEMONTE	37,340	49.3	91,630	+1,690	+10,000	
VALLE D'AOSTA	1,100	54.8	2,760	+150	+380	
LOMBARDIA	120,820	44.1	290,830	+12,300	+35,490	
LIGURIA	11,990	45.2	32,640	+1,040	+3,980	
TRENTINO ALTO ADIGE	11,840	56.7	32,780	+1,310	+4,750	
VENETO	50,670	49.7	133,670	+3,210	+10,670	
FRIULI VENEZIA GIULIA	10,920	55.5	27,610	+650	+1,270	
EMILIA ROMAGNA	49,110	50.1	123,650	+3,400	+12,560	
TOSCANA	31,140	46.9	83,750	+2,720	+7,690	
UMBRIA	6,250	49.7	15,470	+940	+2,010	
MARCHE	13,380	47.6	33,390	+1,660	+4,480	
LAZIO	49,970	37.3	128,690	+4,820	+16,400	
ABRUZZO	10,270	48.1	25,970	+980	+3,240	
MOLISE	1,700	41.3	4,360	+50	+140	
CAMPANIA	32,360	40.9	98,000	+3,250	+12,060	
PUGLIA	22,390	43.6	61,860	+2,940	+8,540	
BASILICATA	2,940	46.5	8,070	-20	+230	
CALABRIA	7,120	43.5	20,080	+1,390	+3,940	
SICILIA	23,330	40.8	65,790	+2,970	+7,940	
SARDEGNA	9,030	42.1	26,090	+560	+3,150	
<b>NORTH WEST</b>	<b>171,250</b>	<b>45.4</b>	<b>417,870</b>	<b>+15,180</b>	<b>+49,850</b>	
<b>NORTH EAST</b>	<b>122,540</b>	<b>51.1</b>	<b>317,700</b>	<b>+8,570</b>	<b>+29,250</b>	
<b>CENTRAL</b>	<b>100,740</b>	<b>42.4</b>	<b>261,300</b>	<b>+10,140</b>	<b>+30,590</b>	
<b>SOUTH AND ISLANDS</b>	<b>109,130</b>	<b>42.5</b>	<b>310,210</b>	<b>+12,120</b>	<b>+39,230</b>	
<b>ITALY</b>	<b>503,670</b>	<b>45.6</b>	<b>1,307,070</b>	<b>+46,020</b>	<b>+148,920</b>	

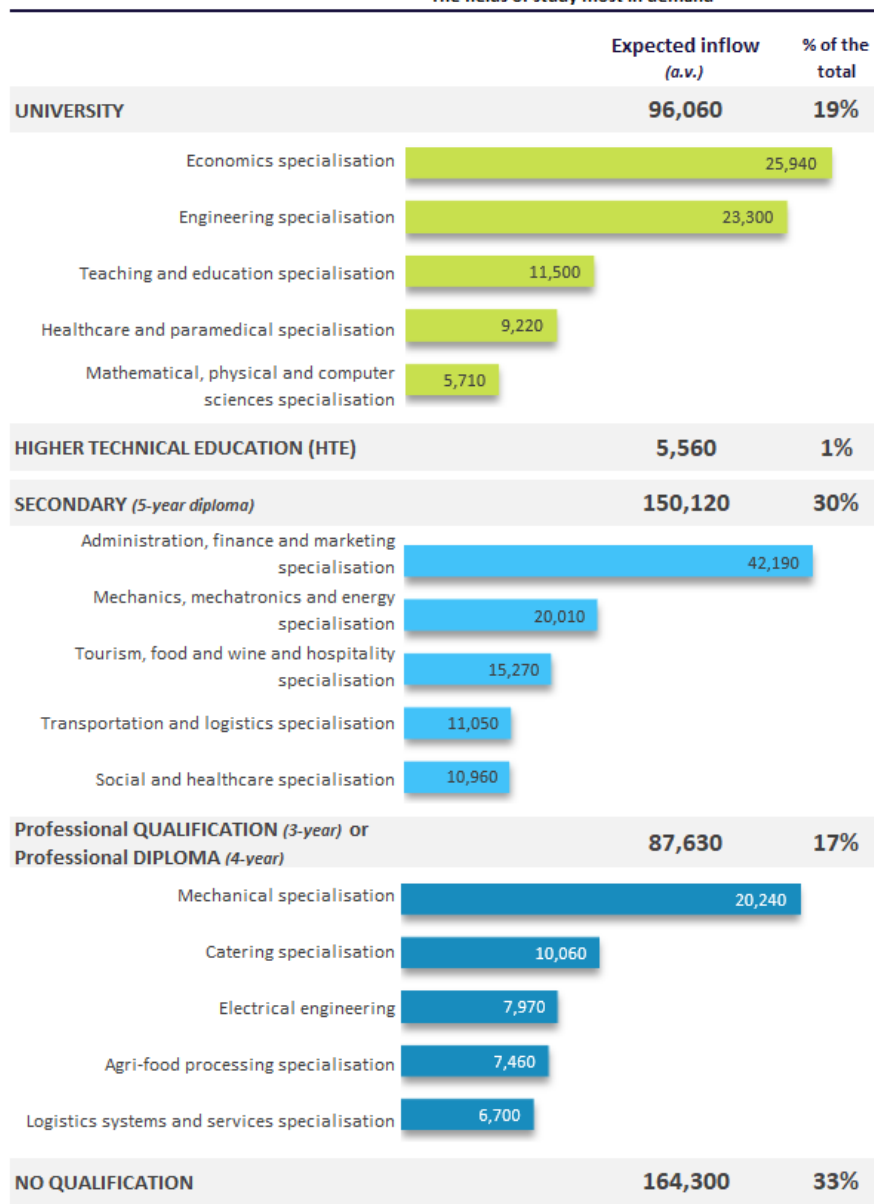


Source: Unioncamere - ANPAL, Excelsior Information System, 2022



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The fields of study most in demand



Source: Unioncamere - ANPAL, Excelsior Information System, 2022