Press release

Labour: 508 thousand hirings expected by companies in January
The forecasts are positive for trade, personal services and construction; tourism and manufacturing are declining. 250 thousand hirings are difficult to find

Rome, 5 January 2024 – More than 508 thousand workers were sought by companies in January and around 1.4 million for the first quarter of the year. Over 4 thousand more hirings compared to January 2023 (+0.9%) and +69 thousand hirings (+5.3%) taking the entire quarter as a reference. Driving the demand for work are human services which plan 70 thousand hires in January (+10.0% compared to January 2023). This is followed by trade (68 thousand units; +13.7% on an annual basis) and construction (51 thousand units; +1.8%). However, the expected trend for tourism and manufacturing industries in January is negative (-12.1% and -2.3% respectively compared to the previous year). The difficulty in recruiting rises to 49.2% (+3.7 p.p. compared to a year ago). This scenario is outlined by the Excelsior Information System Bulletin, created by **Unioncamere** in collaboration with **Anpal**[1].

In January the industry overall is planning 172 thousand hires (-1.1% on an annual basis), 121 thousand of which in manufacturing industries and public utilities, while the other 51 thousand concern the construction sector. The services plan to hire a total of 336 thousand workers (+2.0% on an annual basis). In general, small (10-49 employees) and medium-sized companies (50-249 employees) expect growth trends in hiring for January (+3,300 and +3,800 respectively compared to January 2023). The forecast for large companies with over 250 employees is also positive (+1,900 hires), while micro-companies in the 1-9 employees range expect a decline of approximately -4,500 hires compared to the same period in 2023.

In January the mismatch between job supply and demand affected 250 thousand hirings of the 508 thousand planned (49.2%) mainly due to the lack of candidates (31.1%), followed by inadequate preparation (14.3%) and other reasons (3.8%). From the Borsino Excelsior, specialists in the life sciences are difficult to find (91.4% of pharmacists, biologists and other profiles belonging to this professional group are difficult to find), followed by workers employed on machinery in the textile industry and packaging (72.8%), by casters, welders, assemblers of metal carpentry (72.6%), by specialized workers assigned to finishing constructions (71.8%) and by technicians managing the production processes of goods and services (70.6%).

Fixed-term contracts are confirmed as the most proposed form with around 206 thousand units, equal to 40.5% of the total, although they are down compared to a year ago, when they represented 41.3% of the total. On the other hand, permanent contracts are growing, going from 122 thousand in January 2023 to the current 129 thousand (+7 thousand; +5.7%).

As regards educational levels, 19% of personnel searches are aimed at graduates (97 thousand units), 30% at diploma holders (155 thousand units) and 32% at those in possession of a professional qualification/diploma (163 thousand unit). Around 7 thousand requests for ITS Academy graduates.
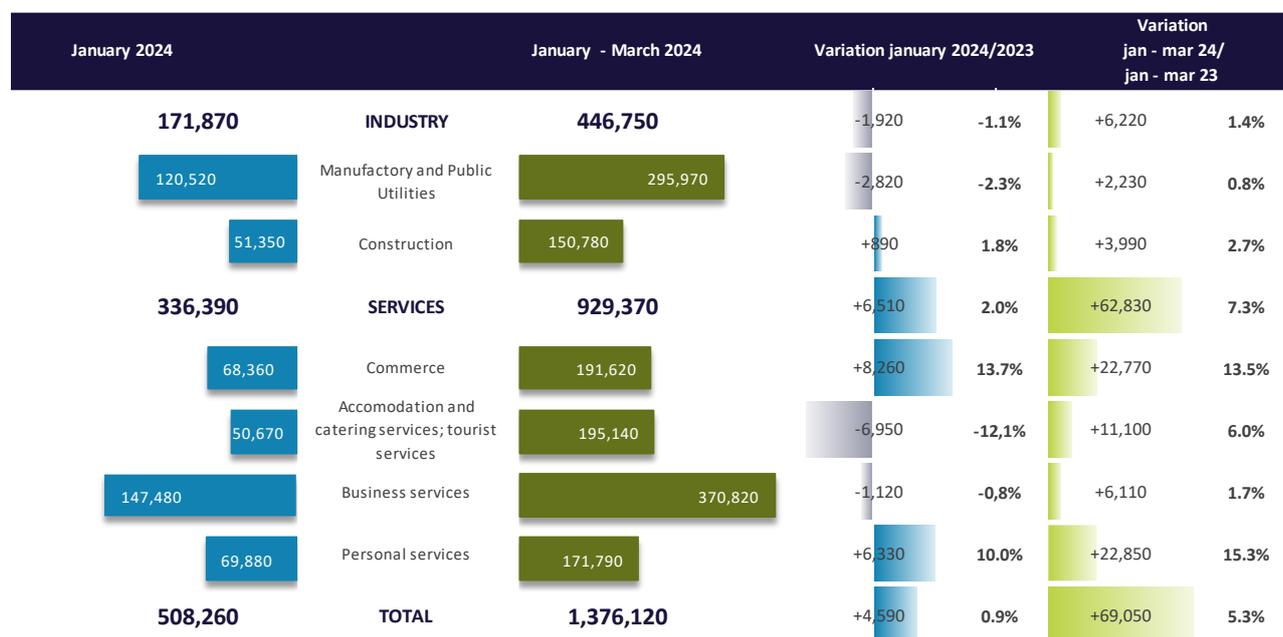
For 18.1% of hirings (over 91 thousand), companies think they will preferentially turn to immigrant workers, especially in the sectors of operational services (30.8% of total revenue), logistics (29.1%), accommodation, catering, tourism (24.4%), construction (21.0%) and the food, beverage and tobacco industries (20.6%).

At a territorial level, the greatest job opportunities are offered by companies in the North-West and North-East, which plan over 174 thousand and over 118 thousand respectively, followed by the companies in the South (over 110 thousand) and in the Central regions (around 105 thousand). The regional ranking of hiring includes, in order, Lombardia (around 123 thousand), Lazio (over 53

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[1] The January forecasts are based on interviews conducted on a sample of around 121 thousand companies. The interviews were conducted between 13 and 30 of November 2023.

thousand), Veneto (over 48 thousand), Emilia-Romagna (around 48 thousand), Piemonte (over 38 thousand) and Campania (around 35 thousand).

INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR (a.v.; %)

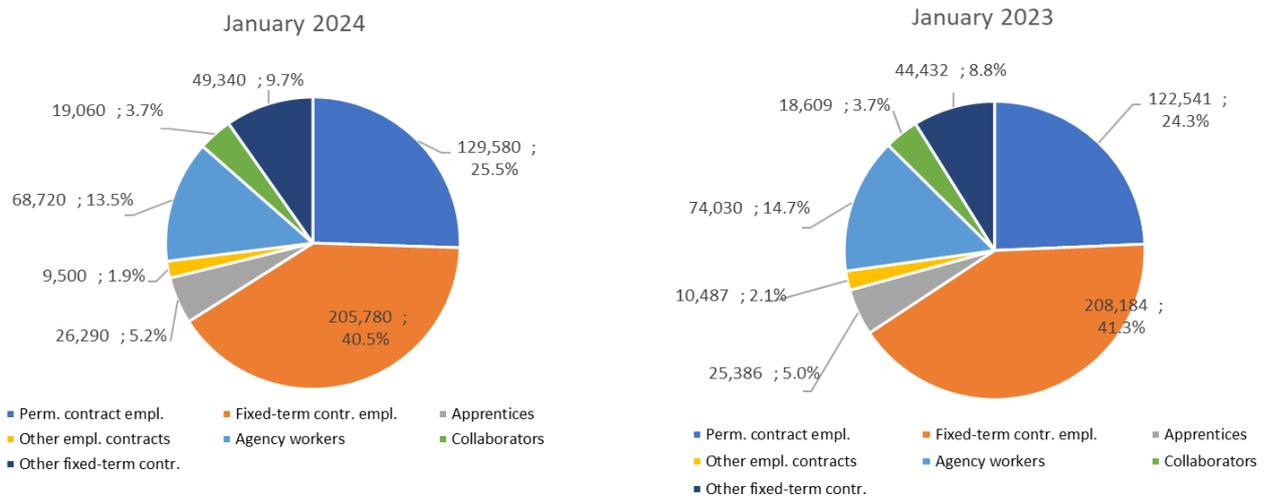| January 2024		January - March 2024	Variation january 2024/2023		Variation jan - mar 24/ jan - mar 23	
171,870	**INDUSTRY**	446,750	-1,920	**-1.1%**	+6,220	**1.4%**
120,520	Manufactory and Public Utilities	295,970	-2,820	**-2.3%**	+2,230	**0.8%**
51,350	Construction	150,780	+890	**1.8%**	+3,990	**2.7%**
336,390	**SERVICES**	929,370	+6,510	**2.0%**	+62,830	**7.3%**
68,360	Commerce	191,620	+8,260	**13.7%**	+22,770	**13.5%**
50,670	Accomodation and catering services; tourist services	195,140	-6,950	**-12,1%**	+11,100	**6.0%**
147,480	Business services	370,820	-1,120	**-0,8%**	+6,110	**1.7%**
69,880	Personal services	171,790	+6,330	**10.0%**	+22,850	**15.3%**
508,260	**TOTAL**	1,376,120	+4,590	**0.9%**	+69,050	**5.3%**

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, 2023

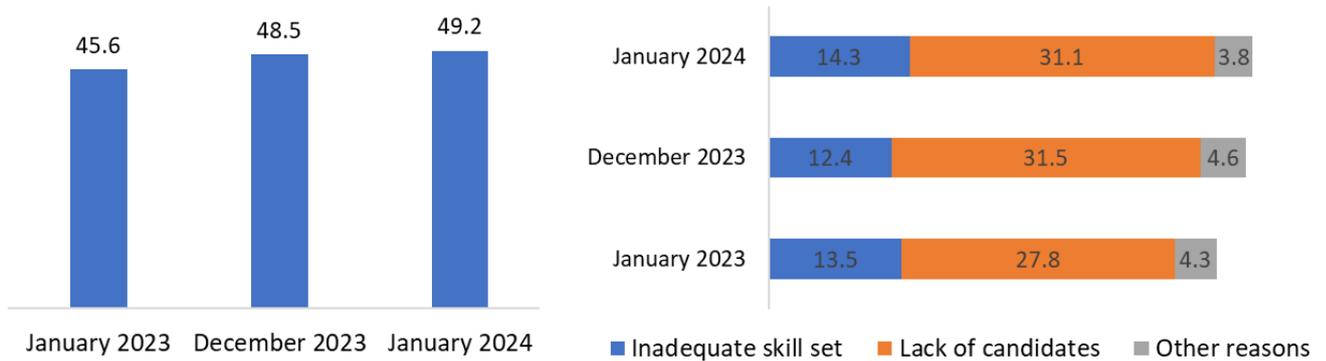**INFLOW OF WORKERS FORECAST BY COMPANIES BY COMPANY SIZE (a.v., %)**

January 2024 ■INDUSTRY ■SERVICES			January - March 2024		Variation january 2024/2023		Variation jan - mar 24/ jan - mar 23	
96,710	41,170	1-9 employees	122,060	275,080	-4,480	**-3.1%**	+9,200	**2.4%**
97,830	62,900	10-49 employees	163,220	279,910	+3,350	**2.1%**	+24,920	**5.9%**
68,170	42,900	50-249 employees	102,350	180,120	+3,780	**3.5%**	+20,620	**7.9%**
73,670	24,900	250 employees and other	59,130	194,260	+1,930	**2.0%**	+14,310	**6.0%**

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

For more information:
348.9025607-331.6098963

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

January 2024

49,340 ; 9.7%
19,060 ; 3.7%
68,720 ; 13.5%
9,500 ; 1.9%
26,290 ; 5.2%
129,580 ; 25.5%
205,780 ; 40.5%

- Perm. contract empl.
- Fixed-term contr. empl.
- Apprentices
- Other empl. contracts
- Agency workers
- Collaborators
- Other fixed-term contr.

January 2023

44,432 ; 8.8%
18,609 ; 3.7%
74,030 ; 14.7%
10,487 ; 2.1%
25,386 ; 5.0%
122,541 ; 24.3%
208,184 ; 41.3%

- Perm. contract empl.
- Fixed-term contr. empl.
- Apprentices
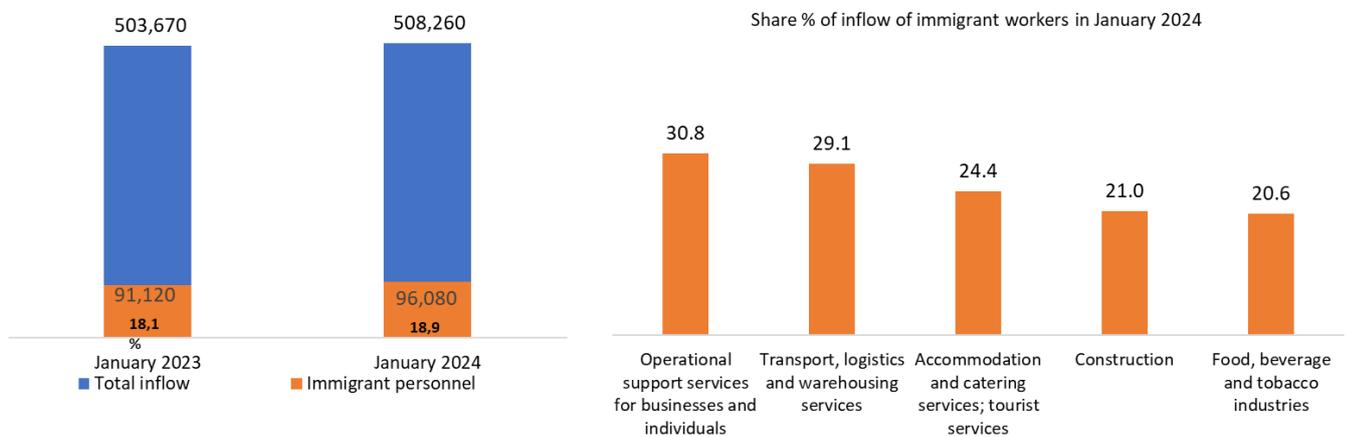- Other empl. contracts
- Agency workers
- Collaborators
- Other fixed-term contr.

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

DIFFICULTY IN RECRUITING AND REASONS (%)

	January 2023	December 2023	January 2024
	45.6	48.5	49.2

	Inadequate skill set	Lack of candidates	Other reasons
January 2024	14.3	31.1	3.8
December 2023	12.4	31.5	4.6
January 2023	13.5	27.8	4.3

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

INFLOW OF IMMIGRANT PERSONNEL AND MAIN SECTORS HIRING IMMIGRANT WORKERS (a.v.; %)

January 2023
Total inflow: 503,670
Immigrant personnel: 91,120 (18,1%)

January 2024
Total inflow: 508,260
Immigrant personnel: 96,080 (18,9%)

- Total inflow
- Immigrant personnel

Share % of inflow of immigrant workers in January 2024

Operational support services for businesses and individuals	Transport, logistics and warehousing services	Accommodation and catering services; tourist services	Construction	Food, beverage and tobacco industries
30.8	29.1	24.4	21.0	20.6

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF JANUARY 2024 *
according to the classification of professions - ISTAT 2021 (3 digit)

	INFLOW EXPECTED IN JANUARY 2024	Distribution x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED January - March 2024
INFLOW	**508,260**	**1,000**	**49.2**	**1,376,120**
MANAGERS	**1,450**	**2.8**	**62.7**	**3,410**
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	**43,440**	**85.5**	**46.8**	**99,570**
Engineers	8,030	15.8	58.9	17,340
Life sciences specialists	2,660	5.2	91.4	5,530
Specialists in management, commercial and banking sciences	9,120	18.0	32.5	20,020
Social science specialists	2,570	5.1	19.2	5,860
Other education and training specialists	3,960	7.8	39.5	8,450
Analysts and experts in designing applications	4,360	8.6	60.0	11,320
TECHNICAL PROFESSIONS	**86,980**	**171.1**	**57.0**	**207,070**
IT, telematics and telecommunications technicians	10,710	21.1	55.3	25,250
Engineering technicians	6,370	12.5	66.3	17,470
Goods and services production processes management technicians	7,100	14.0	70.6	18,570
Health technicians	16,750	33.0	65.9	36,780
Technicians of the organisation and administration of production activities	9,040	17.8	50.9	19,280
Technicians of financial and insurance activities	3,770	7.4	40.9	8,470
Market relations technicians	15,800	31.1	52.6	40,440
Commercial distribution technicians	5,610	11.0	60.7	12,910
Teachers in professional training, instructors, coaches, athletes	4,080	8.0	48.8	9,020
OFFICE WORKERS	**51,110**	**100.6**	**30.6**	**129,210**
Secretarial and general affairs office staff	23,690	46.6	29.1	57,040
Counter and money transactions office staff	2,810	5.5	45.3	7,920
Customer reception and information office staff	11,270	22.2	25.9	32,130
Logistics administrative management office staff	5,660	11.1	36.1	13,780
Economic, accounting and financial management office staff	4,690	9.2	40.0	11,280
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	**97,940**	**192.7**	**44.4**	**313,720**
Sales people	38,390	75.5	30.1	110,370
Catering business operators	37,840	74.5	55.1	143,750
Qualified professions in health and social services	8,630	17.0	53.3	21,030
Beauty treatment professionals	4,430	8.7	61.7	13,970
Skilled professions in personal services	4,880	9.6	41.8	12,750
ARTISANS, SPECIALISED LABOURERS AND AGRICULTURALISTS	**88,100**	**173.3**	**64.9**	**243,500**
Specialised labourers in construction and building maintenance	17,940	35.3	59.0	54,510
Building finisher artisans and specialised labourers	15,850	31.2	71.8	43,730
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	10,290	20.2	72.6	27,210
Blacksmith ironworkers, tool makers and similar professions	6,220	12.2	67.4	14,860
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	12,840	25.3	68.1	33,900
Electrical and electronic equipment installation and maintenance artisans and specialised labourers	7,860	15.5	66.9	20,350
Artisans and specialised workers in food processing	4,340	8.5	51.5	11,730
Artisans and specialised workers in textile and clothing	2,740	5.4	49.0	8,860
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	**68,700**	**135.2**	**55.8**	**177,600**
Automatic and semi-automatic machinery workers for metal processing and for mineral products	6,370	12.5	67.8	15,520
Conductor of manufacturing rubber and plastic materials	3,600	7.1	44.8	8,240
Workers assigned to machinery in the industry of textiles, garments and similar	5,100	10.0	72.8	12,810
Workers assigned to assembly of industrial products	7,050	13.9	56.2	15,870
Workers assigned to industrial product packaging machines	4,570	9.0	32.5	10,600
Workers assigned to fixed machinery for the food industry	2,650	5.2	37.9	6,800
Drivers of motor and animal-drawn vehicles	23,930	47.1	61.9	65,770
Operators of earthmoving, lifting and material handling machinery	6,830	13.4	52.9	19,730
Unskilled staff assignet to construction	**70,540**	**138.8**	**35.1**	**202,040**
Unskilled staff assigned to moving an delivery of goods	27,960	55.0	37.4	71,690
Unskilled cleaning service staff	32,890	64.7	33.7	96,680
Unskilled staff assigned to manufacturing	2,650	5.2	37.6	9,260

* 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.

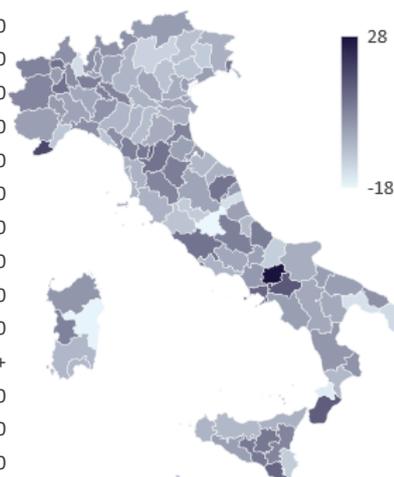Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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THE MOST REQUESTED STUDY ADDRESSES, DIFFICULTY OF FINDING AND REQUIRED EXPERIENCE (a.v. and %)

	Expected inflow *(a.v.)*	% of the total	% diff recruiting	% with experience
UNIVERSITY	**96,060**	**19%**	**49%**	**86%**
Economics specialisation	25,940		36%	81%
Engineering specialisation	23,300		54%	85%
Teaching and education specialisation	11,500		46%	94%
Healthcare and paramedical specialisation	9,220		65%	89%
Mathematical, physical and computer sciences specialisation	5,710		62%	84%
HIGHER TECHNICAL EDUCATION (HTE)	**5,560**	**1%**	**60%**	**82%**
SECONDARY *(5-year diploma)*	**150,120**	**30%**	**44%**	**68%**
Administration, finance and marketing specialisation	42,190		34%	60%
Mechanics, mechatronics and energy specialisation	20,010		61%	72%
Tourism, food and wine and hospitality specialisation	15,270		53%	65%
Transportation and logistics specialisation	11,050		36%	54%
Social and healthcare specialisation	10,960		50%	82%
Professional QUALIFICATION *(3-year)* **or Professional DIPLOMA** *(4-year)*	**87,630**	**17%**	**54%**	**70%**
Mechanical specialisation	20,240		61%	65%
Catering specialisation	10,060		64%	84%
Electrical engineering	7,970		68%	74%
Agri-food processing specialisation	7,460		47%	82%
Logistics systems and services specialisation	6,700		39%	56%
NO QUALIFICATION	**164,300**	**33%**	**40%**	**56%**

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

THE INFLOW IN THE TERRITORIES IN THE MONTH OF JANUARY 2024 AND IN THE PERIOD JANUARY - MARCH 2024

	January 2024		January - March 2024	Variation (a.v.)	
	INFLOW FORECAST	% diff. recruiting	INFLOW FORECAST	January 2024/2023	Jan - Mar 24/ Jan - Mar 23
PIEMONTE	38,590	51.1	95,940	+1,250	+4,310
VALLE D'AOSTA	1,160	54.6	2,970	+60	+210
LOMBARDIA	122,590	48.8	305,600	+1,770	+14,770
LIGURIA	12,170	50.9	35,170	+180	+2,520
TRENTINO ALTO ADIGE	11,260	58.1	33,470	-580	+690
VENETO	48,690	54.1	136,520	-1,990	+2,860
FRIULI VENEZIA GIULIA	10,450	57.6	28,640	-470	+1,030
EMILIA ROMAGNA	47,880	53.1	125,690	-1,230	+2,040
TOSCANA	32,730	54.2	90,890	+1,590	+7,140
UMBRIA	6,070	53.2	16,320	-190	+850
MARCHE	13,040	53.0	33,530	-340	+140
LAZIO	53,080	40.4	141,520	+3,110	+12,830
ABRUZZO	10,480	51.9	26,940	+210	+980
MOLISE	1,580	46.6	4,360	--	+
CAMPANIA	34,990	44.6	108,920	+2,620	+10,910
PUGLIA	21,440	43.5	64,260	-940	+2,400
BASILICATA	2,870	48.6	8,220	-60	+150
CALABRIA	7,200	45.4	21,210	+80	+1,120
SICILIA	23,260	44.5	69,120	-60	+3,330
SARDEGNA	8,730	47.1	26,850	-300	+770
NORTH WEST	174,510	49.5	439,670	+3,250	+21,810
NORTH EAST	118,280	54.4	324,320	-4,270	+6,620
CENTRAL	104,910	47.0	282,250	+4,170	+20,960
SOUTH AND ISLANDS	110,560	45.4	329,870	+1,430	+19,660
ITALY	**508,260**	**49.2**	**1,376,120**	**+4,590**	**+69,050**

Variation % forecast inflow January 2024/2023

28
-18

Source: Unioncamere - ANPAL, Excelsior Information System, 2023