



Press release

## **Labour: around 467 thousand hires planned by companies in May and over 1.5 million by July**

*The difficulty of companies in recruiting concerns 46% of profiles sought*

Rome, 5 May 2023 – Around 467 thousand employment contracts (lasting more than one month or permanent contracts) are planned by companies in May and over 1.5 million for the May-July trimester, with an increase of 22 thousand compared to May 2022 (+5.1%) and of 16 thousand on the corresponding quarter (+1.1%). Outlining this scenario is the *Excelsior Information System* bulletin, created by Unioncamere and Anpal<sup>1</sup>.

Industry plans 132 thousand entries in May and more than 400 thousand in the May-July trimester, with a growth respectively of 33.1% (+33 thousand contracts) and 24.2% (+78 thousand) compared to last year. In May manufacturing sector is looking for 87 thousand workers, rising to 268 thousand in the quarter.

The greatest job opportunities are offered by mechatronics (22 thousand contracts to be activated in the month and 66 thousand in the quarter), metallurgy (18 thousand in the month and around 53 thousand in the quarter), agri-food (11 thousand in the month and around 45 thousand in the quarter) and fashion (about 11 thousand in the month and 29 thousand in the quarter). The construction sector is also growing, planning 45 thousand hires for the month (+35.9%) and around 132 thousand in the May-July trimester (+25.8%).

Services are looking for around 335 thousand workers in May and over 1.1 million by July, with a decrease respectively of -3.0% (-10 thousand entries) and -5.1% (-62 thousand entries) compared to a year ago. The demand for labour from tourism companies remains very high, planning 107 thousand contracts in the month and 398 thousand by July.

There are also many job opportunities offered by trade with around 58 thousand hires expected in the month and around 192 thousand in the quarter. Next come personal services which, despite the decline recorded compared to a year ago (-27.2%), are looking for around 49 thousand workers in May, rising to over 180 thousand in the May-July trimester.

In May 46.1% of personnel sought by companies is difficult to find (+7.8 p.p. compared to a year ago), mainly due to the lack of candidates.

The figures with a higher incidence of difficulty in recruiting, reported in the Borsino of professions in the Information System Excelsior, are for technical and highly specialized professions engineers and engineering technicians (respectively 61.0% and 65.2%), health technicians (63.1%), production process management technicians (63.0%) and commercial distribution technicians (58.7%); while among the profiles of specialized labourers stand out building finisher specialised labourers (73.5%), smelters, welders, tinsmiths, boilermakers, metal structure fitters (72.2%), artisan mechanics, fitters, repairers, maintenance technicians of stationary/mobile machines (72.1%) and blacksmiths ironworkers and tool makers (71.5%).

The demand for immigrant workers remains high with 91 thousand entries scheduled in the month (+18 thousand compared to the same period in 2022), equal to 19.5% of the total. Sectors most reliant on immigrant personnel are operational support services for businesses and individuals (37.3% of programmed entries will be covered by immigrant workers), transport,

<sup>1</sup> The May forecasts are based on interviews conducted on a sample of around 114 thousand companies. The interviews were conducted between 20 March 2023 and 4 April 2023.

logistics and warehousing services (28.7%), construction ( 23.9%), metallurgy (23.2%) and food industries (20.3%).

Both the forecast for permanent contracts (+11.9%) and that for fixed-term and seasonal contracts (+5.7%) are on the rise, while are decreasing contracts for collaborators (-18.7%) or VAT (-13.1%).

At territorial level it's highlighted that inflow expected in May in the Northern regions is growing compared to the same month in 2022 (+14 thousand units for the North West and + 18 thousand for the North East), while is observed a negative trend for the Central regions (-2 thousand) and for the South and Islands (-7 thousand hires).

**For further information:**

06.4704 264-350 / 348.9025607-366.4157335



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

	Total inflow		Variation Apr. - May 2023		Variation May 2023 - May 2019		Variation May 2023 - May 2022		Variation May-July 23/May-July 22	
	planned May 2023	planned May- July 23	a.v.	%	a.v.	%	a.v.	%	a.v.	%
<b>TOTAL</b>	<b>466,750</b>	<b>1,547,540</b>	<b>23,450</b>	<b>5.3</b>	<b>37,110</b>	<b>8.6</b>	<b>22,440</b>	<b>5.1</b>	<b>16,080</b>	<b>1.1</b>
<b>INDUSTRY</b>	<b>132,090</b>	<b>400,330</b>	<b>26,780</b>	<b>25.4</b>	<b>8,410</b>	<b>6.8</b>	<b>32,830</b>	<b>33.1</b>	<b>77,930</b>	<b>24.2</b>
<b>Manufacturing and PU</b>	<b>86,880</b>	<b>268,410</b>	<b>16,530</b>	<b>23.5</b>	<b>-1,820</b>	<b>-2.0</b>	<b>20,880</b>	<b>31.6</b>	<b>50,890</b>	<b>23.4</b>
Food, beverage and tobacco industries	11,300	44,870	2,810	33.1	-1,120	-9.0	-70	-0.7	-5,770	-11.4
Textile, clothing and footwear industries	10,660	29,170	760	7.7	-2,370	-18.2	4,400	70.3	12,110	71.0
Wood and furniture industries	4,550	13,350	1,210	36.1	1,060	30.5	2,650	139.1	6,980	109.5
Paper, paper transformation and printing industries	2,600	7,840	840	47.5	480	22.4	1,710	193.7	5,200	196.5
Chemical-pharmaceutical, plastic and rubber industries	7,910	23,580	-810	-9.3	-210	-2.6	1,050	15.3	2,840	13.7
Non-metallic mineral processing and mining industries	3,200	9,540	610	23.8	-10	-0.3	1,200	60.5	3,690	63.2
Metallurgical and metal products industries	18,260	52,970	5,280	40.7	180	1.0	4,420	32.0	11,380	27.4
Mechanical and electronics industries	22,370	66,470	6,950	45.0	1,230	5.8	5,370	31.6	14,190	27.2
Other industries	6,040	20,630	-1,110	-15.5	-1,050	-14.8	150	2.6	270	1.3
<b>Construction</b>	<b>45,210</b>	<b>131,920</b>	<b>10,250</b>	<b>29.3</b>	<b>10,230</b>	<b>29.2</b>	<b>11,950</b>	<b>35.9</b>	<b>27,040</b>	<b>25.8</b>
<b>SERVICES</b>	<b>334,660</b>	<b>1,147,210</b>	<b>-3,330</b>	<b>-1.0</b>	<b>28,700</b>	<b>9.4</b>	<b>-10,390</b>	<b>-3.0</b>	<b>-61,850</b>	<b>-5.1</b>
Commerce	57,830	191,760	12,770	28.3	-580	-1.0	6,040	11.7	17,070	9.8
Accommodation and catering services; tourist services	107,480	398,560	-960	-0.9	10,800	11.2	2,610	2.5	10,840	2.8
Transport, logistics and warehousing services	37,460	119,020	-2,120	-5.3	3,780	11.2	9,800	35.4	30,200	34.0
Media and communication services	8,780	22,910	4,870	124.3	5,490	166.3	5,940	209.4	14,030	158.1
IT and telecommunications services	11,820	35,780	840	7.6	1,130	10.6	-2,890	-19.7	-14,070	-28.2
Advanced business support services	20,380	58,900	4,620	29.3	4,700	30.0	3,990	24.3	4,240	7.8
Financial and insurance services	3,430	10,880	-1,560	-31.3	-530	-13.4	-600	-14.9	-3,800	-25.9
Operational support services for businesses and individuals	38,620	129,250	4,560	13.4	-1,210	-3.0	-17,060	-30.6	-56,790	-30.5
Personal services	48,850	180,160	-26,350	-35.0	5,120	11.7	-18,220	-27.2	-63,580	-26.1

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

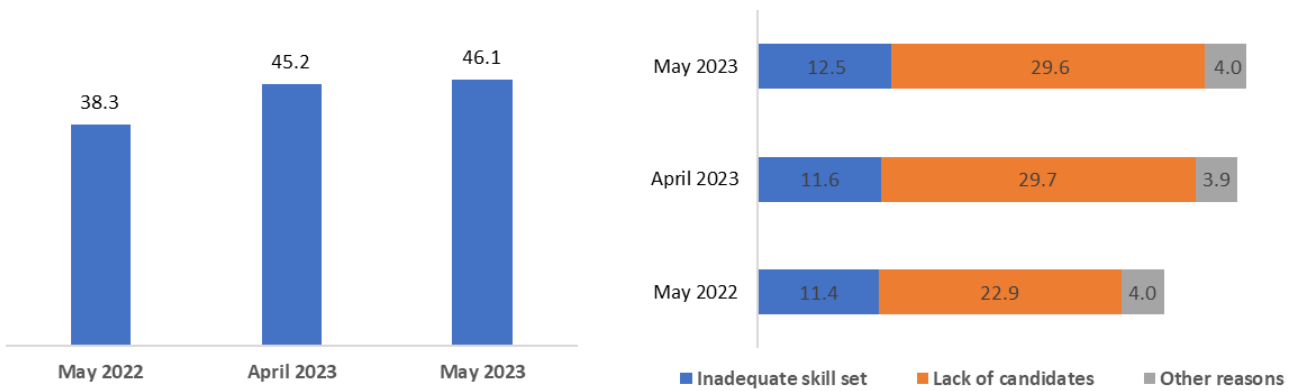
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

For further information:

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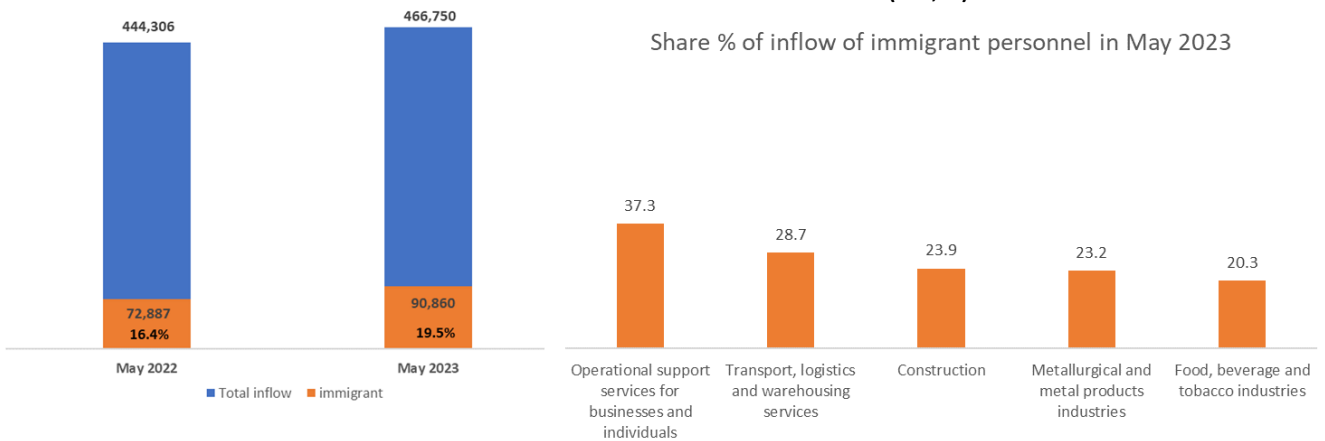


### DIFFICULTY IN RECRUITING AND REASONS (%)



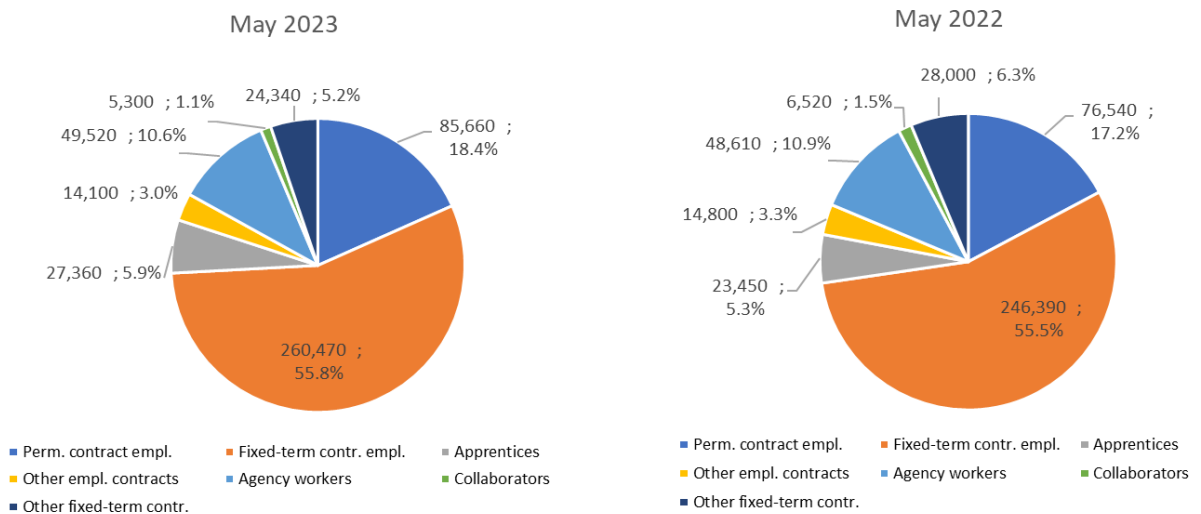
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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

according to the classification of professions - ISTAT 2021 (3 digit)

INFLOW FORECASTED MAY 2023    Distribu tion x 1000    Difficult y in recruiting (%)    INFLOW FORECASTED may-july 2023

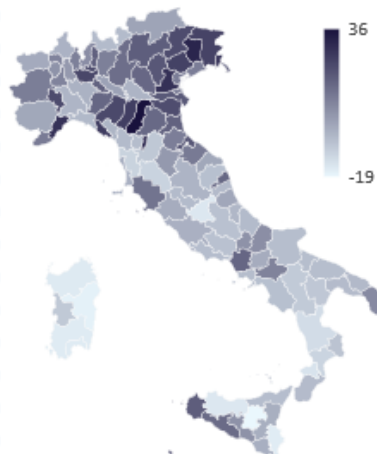
INFLOW	466,750	1,000	46.1	1,547,540
<b>MANAGERS</b>	<b>580</b>	<b>1.3</b>	<b>54.8</b>	<b>1,880</b>
<b>INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS</b>	<b>24,350</b>	<b>52.2</b>	<b>47.6</b>	<b>72,370</b>
Engineers	4,640	9.9	61.0	13,460
Specialists in management, commercial and banking sciences	4,780	10.2	42.4	14,160
Analysts and experts in designing applications	2,610	5.6	48.1	8,260
<b>TECHNICAL PROFESSIONS</b>	<b>55,180</b>	<b>118.2</b>	<b>51.8</b>	<b>168,700</b>
IT, telematics and telecommunications technicians	7,770	16.6	48.9	23,910
Engineering technicians	5,760	12.3	65.2	16,510
Goods and services production processes management technicians	4,590	9.8	63.0	14,000
Health technicians	8,210	17.6	63.1	27,000
Technicians of the organisation and administration of production activities	5,120	11.0	45.9	15,390
Market relations technicians	10,510	22.5	49.7	29,740
Commercial distribution technicians	3,060	6.5	58.7	8,260
<b>OFFICE WORKERS</b>	<b>39,580</b>	<b>84.8</b>	<b>34.8</b>	<b>122,160</b>
Secretarial and general affairs office staff	14,160	30.3	35.6	43,960
Counter and money transactions office staff	2,190	4.7	30.8	6,850
Customer reception and information office staff	13,600	29.1	37.6	41,350
Logistics administrative management office staff	4,370	9.4	27.5	13,820
Economic, accounting and financial management office staff	3,270	7.0	31.2	10,030
<b>SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES</b>	<b>139,610</b>	<b>299.1</b>	<b>43.2</b>	<b>529,180</b>
Sales people	37,290	79.9	27.1	129,710
Catering business operators	83,030	177.9	49.8	326,140
Qualified professions in health and social services	5,410	11.6	56.7	20,710
Beauty treatment professionals	4,200	9.0	54.3	12,650
Skilled professions in personal services	3,350	7.2	40.8	13,100
Skilled professions in security, surveillance and safekeeping services	4,820	10.3	27.9	20,630
<b>SPECIALISED LABOURERS</b>	<b>74,290</b>	<b>159.2</b>	<b>63.0</b>	<b>222,980</b>
Specialised labourers in construction and building maintenance	18,800	40.3	56.3	54,000
Building finisher artisans and specialised labourers	12,880	27.6	73.5	35,800
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	7,360	15.8	72.2	22,010
Blacksmith ironworkers, tool makers and similar professions	3,860	8.3	71.5	12,140
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	9,550	20.5	72.1	29,520
Electrical and electronic equipment installation and maintenance artisans and specialised labourers	5,350	11.5	56.5	17,360
Artisans and specialised workers in food processing	3,300	7.1	48.5	12,540
Artisans and specialised workers in textile and clothing	3,690	7.9	62.7	10,780
<b>PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS</b>	<b>57,450</b>	<b>123.1</b>	<b>50.8</b>	<b>184,330</b>
Automatic and semi-automatic machinery workers for metal processing and for mineral products	5,060	10.8	65.5	13,690
Operators of machinery for the manufacture of rubber items and plastic materials	2,010	4.3	45.3	6,000
Workers assigned to machinery in the industry of textiles, garments and similar	3,420	7.3	63.9	10,290
Workers assigned to assembly of industrial products	5,900	12.6	52.9	17,650
Workers assigned to industrial product packaging machines	4,230	9.1	20.2	14,070
Workers assigned to stationary machinery for the food industry	2,180	4.7	29.4	10,350
Motor vehicle drivers	20,930	44.8	62.0	67,120
Operators of earthmoving, lifting and material handling machinery	6,680	14.3	42.5	22,290
<b>UNSKILLED PROFESSIONS</b>	<b>75,710</b>	<b>162.2</b>	<b>32.6</b>	<b>245,940</b>
Unskilled staff assigned to moving and delivery of goods	19,900	42.6	29.8	61,820
Unskilled cleaning service staff	42,780	91.7	33.9	141,050
Unskilled staff assigned to custodial services for buildings, equipment and goods	3,190	6.8	26.3	12,690
Unskilled staff assigned to construction services	2,440	5.2	23.7	7,110
Unskilled staff assigned to manufacturing	3,740	8.0	38.4	11,440

\* 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

## THE INFLOW IN THE TERRITORIES IN THE MONTH OF MAY 2023 AND IN THE PERIOD MAY - JULY 2023

	May 2023		May - July 2023	Variations (a.v.)		Variation % forecasted inflow May 2023/2022
	Forecasted inflow	% difficult to recruit	Forecasted inflow	May 2023/2022	May - July 23/ May - July 22	
PIEMONTE	28,150	47.2	88,890	+1,660	+2,280	
VALLE D'AOSTA	870	52.0	5,640	-10	-370	
LOMBARDIA	87,730	45.7	270,650	+11,870	+31,450	
LIGURIA	12,510	46.4	43,740	+900	+330	
TRENTINO ALTO ADIGE	13,180	57.1	52,930	+940	-2,720	
VENETO	47,980	49.4	145,340	+7,250	+19,230	
FRIULI VENEZIA GIULIA	10,090	54.0	31,960	+1,980	+5,520	
EMILIA ROMAGNA	44,390	48.8	147,860	+7,530	+24,120	
TOSCANA	32,920	49.2	103,550	-920	-8,660	
UMBRIA	5,020	52.6	16,940	-180	-930	
MARCHE	12,760	47.9	44,560	+270	-1,730	
LAZIO	45,390	36.8	145,640	-1,350	-13,400	
ABRUZZO	9,940	45.3	36,140	-330	-5,070	
MOLISE	1,550	46.2	5,530	+90	-640	
CAMPANIA	34,510	43.1	115,990	-670	-2,790	
PUGLIA	25,310	44.4	93,200	-590	-8,320	
BASILICATA	3,020	45.1	10,730	-270	-1,550	
CALABRIA	8,620	47.2	38,650	-1,040	-4,010	
SICILIA	25,370	43.3	87,320	-1,280	-7,670	
SARDEGNA	17,450	44.6	62,290	-3,390	-8,990	
<b>NORTH WEST</b>	<b>129,260</b>	<b>46.1</b>	<b>408,910</b>	<b>+14,420</b>	<b>+33,690</b>	
<b>NORTH EAST</b>	<b>115,640</b>	<b>50.5</b>	<b>378,100</b>	<b>+17,710</b>	<b>+46,150</b>	
<b>CENTRAL</b>	<b>96,090</b>	<b>43.4</b>	<b>310,690</b>	<b>-2,190</b>	<b>-24,720</b>	
<b>SOUTH AND ISLANDS</b>	<b>125,770</b>	<b>44.2</b>	<b>449,840</b>	<b>-7,490</b>	<b>-39,040</b>	
<b>ITALY</b>	<b>466,750</b>	<b>46.1</b>	<b>1,547,540</b>	<b>+22,440</b>	<b>+16,080</b>	



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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