Labour: 329 thousand new hires forecast by companies in December
Positive expectations in tourism for the start of the winter season;
more than 45% of new hires difficult to recruit

Roma, 7 December 2022 – 329 thousand new hires forecast by companies for the month of December and increasing to 1.2 million for the entire December-February trimester. Compared to a year ago, there was a decrease of over -24 thousand, as a result of the slowdown in the economy caused by the war in Ukraine, the energy crisis, growth of inflation and the cost of money. Nonetheless, the levels of demand for labour by companies remain higher than those recorded in the same period pre-Covid (+28 thousand compared to December 2019, +115 thousand compared to the trimester).

The difficulty in recruiting that regards 45.3% of personnel remains high, a value approximately 7 per cent higher than a year ago. The *Excelsior Information System* bulletin, created by **Unioncamere** and **Anpal**[1], outlines this scenario.

Industry seeks 88 thousand workers in December while services seek 241 thousand. For industry, the mechatronics and metallurgy companies offer the greatest job opportunities, with 15 thousand and 11 thousand new hires planned. There are also numerous employment opportunities in the construction sector which plans an inflow of 31 thousand. For services, during the Christmas holiday period, the forecasts for new hires in tourism (66 thousand workers sought) and in commerce (50 thousand) remain high, followed by personal services[2] (39 thousand) and transport and logistics services (27 thousand).

In December, the mismatch between job supply and demand involves over 149 thousand new hires of the 329 thousand planned. The reason most frequently declared by companies is the lack of candidates (29.1%), followed by the inadequate skill set of candidates (12.3%) and other reasons (3.9%). Among the more difficult to recruit professions, Borsino Excelsior identifies specialists in life sciences and health technicians (82.7% and 61.7% respectively are difficult to recruit), engineering technicians (58.7% %), production process management technicians (58.6%), IT, telematics and telecommunications technicians (54.4%), but also beauty treatment professionals (69.6%), mechanics, fitters, machinery repairers and maintenance technicians (69.4%), automatic and semi-automatic metal working machinery workers (61.7%).

Fixed-term contracts are the type most proposed with 172 thousand units, equal to 52.1% of the total, a slight decrease compared to December 2021 (53.6%). This is followed by permanent contracts (79 thousand units, 24.0%), agency worker contracts (29 thousand, 8.8%), apprenticeship contracts (19 thousand, 5.7%), other non-employee contracts (15 thousand, 4.4%), other forms of employee contract (10 thousand, 3.1%) and collaboration contracts (6 thousand, 1.9%). At the territorial level, 102 thousand new hires are forecast by companies in the North-West, followed by companies in the North-East (83 thousand, the area that shows the greatest difficulty in recruiting 50.3%), companies in the South and islands (80 thousand) and businesses in the Central area (64 thousand).

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[1] The August forecasts are based on interviews conducted on a sample of 86,400 companies. The interviews were conducted between 20 October, 2022 and 4 November, 2022.

[2] Recreational and cultural services, Education and private training services, Healthcare, social assistance, private health services.
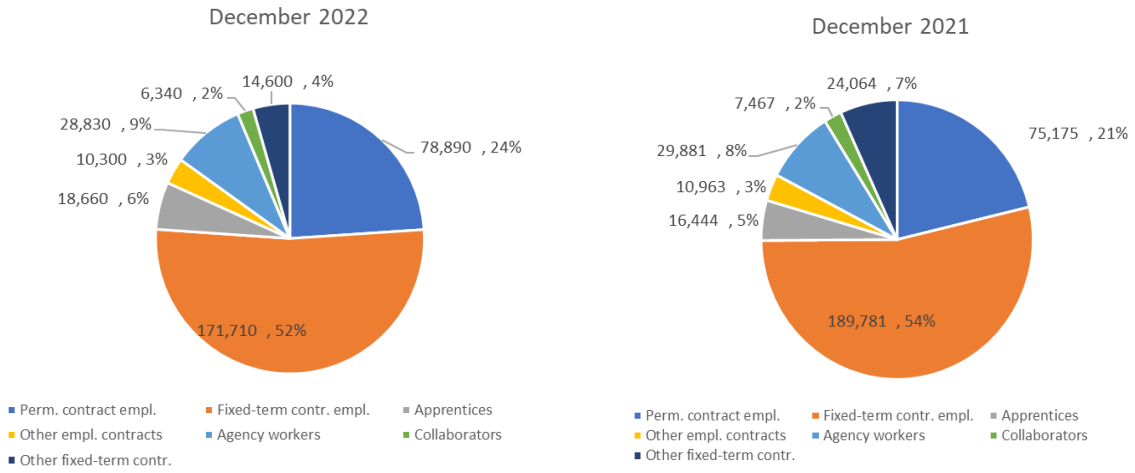
INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR

	Total inflow		Variation December - November 2022		December 2022 - December 2019		December 2022 - December 2021		Variation Dec22-Feb23/Dec21-Feb22	
	planned December 2022	planned Dec22 - Feb23	a.v.	%	a.v.	%	a.v.	%	a.v.	%
TOTAL	329,335	1,209,360	-53,119	-13.9	28,283	9.4	-24,440	-6.9	-191,152	-13.6
INDUSTRY	*88,689*	*395,240*	*-32,120*	*-26.6*	*14,823*	*20.1*	*-19,646*	*-18.1*	*-146,911*	*-27.1*
Manufacturing and PU	*57,780*	*263,355*	*-22,182*	*-27.7*	*6,048*	*11.7*	*-20,277*	*-26.0*	*-149,147*	*-36.2*
Food, beverage and tobacco industries	8,196	33,276	-3,509	-30.0	712	9.5	324	4.1	-22,460	-40.3
Textile, clothing and footwear industries	6,183	26,830	-2,651	-30.0	-1,124	-15.4	-4,181	-40.3	-13,639	-33.7
Wood and furniture industries	3,331	14,506	-1,152	-25.7	917	38.0	943	39.5	4,012	38.2
Paper, paper transformation and printing industries	1,897	8,364	-423	-18.2	380	25.0	-731	-27.8	-7,177	-46.2
Chemical-pharmaceutical, plastic and rubber industries	5,718	27,423	-1,922	-25.2	1,635	40.0	-1,971	-25.6	-13,060	-32.3
Non-metallic mineral processing and mining industries	2,033	9,274	-693	-25.4	574	39.3	316	18.4	1,343	16.9
Metallurgical and metal products industries	11,003	56,258	-5,091	-31.6	1,543	16.3	-7,248	-39.7	-63,406	-53.0
Mechanical and electronics industries	15,001	70,600	-5,304	-26.1	2,291	18.0	-6,715	-30.9	-30,506	-30.2
Other industries	4,418	16,824	-1,437	-24.5	-880	-16.6	-1,014	-18.7	-4,254	-20.2
Construction	*30,909*	*131,885*	*-9,938*	*-24.3*	*8,775*	*39.6*	*631*	*2.1*	*2,236*	*1.7*
SERVICES	240,646	814,120	-20,999	-8.0	13,460	5.9	-4,794	-2.0	-44,241	-5.2
Commerce	49,707	162,830	-10,577	-17.5	-2,790	-5.3	-2,102	-4.1	-13,553	-7.7
Accommodation and catering services; tourist services	65,878	166,931	14,353	27.9	5,922	9.9	10,090	18.1	20,344	13.9
Transport, logistics and warehousing services	26,717	97,845	-8,119	-23.3	2,670	11.1	-10,201	-27.6	-59,832	-37.9
Media and communication services	3,572	13,625	-1,362	-27.6	1,165	48.4	1,312	58.1	559	4.3
IT and telecommunications services	10,649	41,031	-590	-5.2	2,168	25.6	665	6.7	-1,778	-4.2
Advanced business support services	15,147	68,069	-2,836	-15.8	2,326	18.1	298	2.0	8,290	13.9
Financial and insurance services	3,600	13,377	12	0.3	-455	-11.2	-636	-15.0	-5,724	-30.0
Operational support services for businesses and individuals	26,697	105,308	-5,008	-15.8	-1,966	-6.9	-5,403	-16.8	-7,352	-6.5
Personal services	38,679	145,104	-6,872	-15.1	4,420	12.9	1,183	3.2	14,805	11.4

Absolute values rounded to the nearest ten. The totals may not coincide with the sum of the single values.
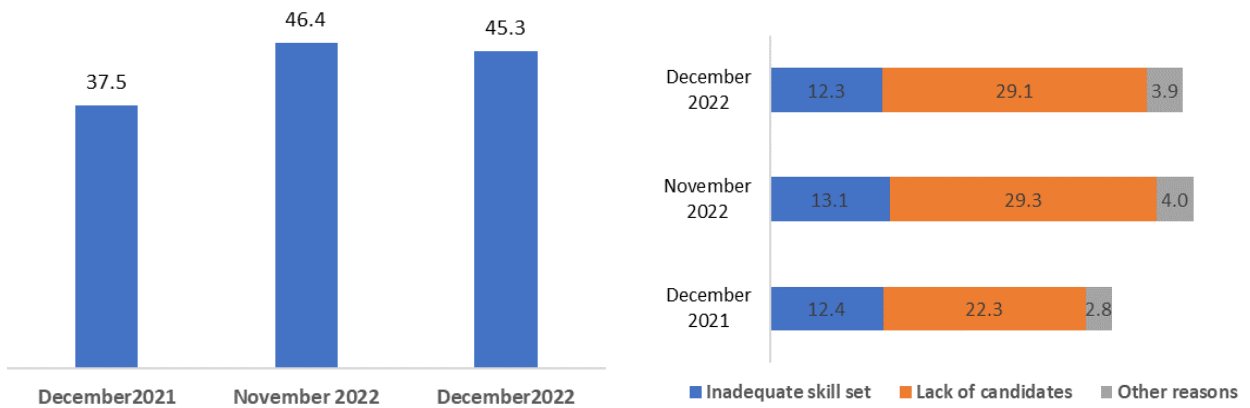Source: Unioncamere - ANPAL, Excelsior Information System, 2022

For further information:
348.9025607-331.6098963

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

December 2022

6,340 , 2%
14,600 , 4%
28,830 , 9%
10,300 , 3%
18,660 , 6%
78,890 , 24%
171,710 , 52%

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

December 2021

24,064 , 7%
7,467 , 2%
29,881 , 8%
10,963 , 3%
16,444 , 5%
75,175 , 21%
189,781 , 54%

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

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

DIFFICULTY IN RECRUITING AND REASONS (%)

	December 2021	November 2022	December 2022
	37.5	46.4	45.3

	Inadequate skill set	Lack of candidates	Other reasons
December 2022	12.3	29.1	3.9
November 2022	13.1	29.3	4.0
December 2021	12.4	22.3	2.8

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

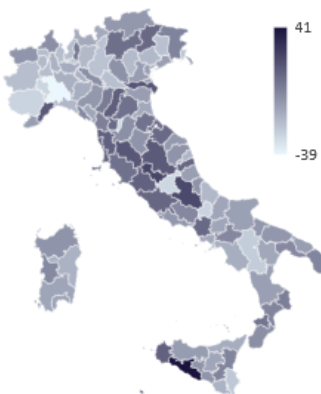| THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF DECEMBER 2022 * according to the classification of professions - ISTAT 2011 (3 digit)				
	INFLOW FORECAST FOR DECEMBER	Distribution x 1000	Difficulty in recruiting (%)	INFLOW FORECAST December 2022 - February 2023
INFLOW	**329,340**	**1,000**	**45.3**	**1,209,360**
MANAGERS	1,070	3.2	72.8	4,140
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	20,820	63.2	48.6	88,530
Experts in mathematical, computer, chemistry, physical and natural sciences	4,440	13.5	47.8	17,840
Engineers and similar professions	4,350	13.2	50.7	17,760
Life sciences specialists	2,140	6.5	82.7	7,820
Specialists in management, commercial and banking sciences	3,510	10.6	40.4	15,100
TECHNICAL PROFESSIONS	43,400	131.8	50.3	185,040
IT, telematics and telecommunications technicians	6,240	18.9	54.4	25,690
Engineering technicians	3,760	11.4	58.7	19,030
Goods and services production processes management technicians	3,630	11.0	58.6	13,800
Health technicians	8,200	24.9	61.7	31,680
Technicians of the organisation and administration of production activities	3,460	10.5	40.4	16,520
Market relations technicians	8,200	24.9	49.4	32,680
Commercial distribution technicians and similar professions	2,130	6.5	51.1	11,730
OFFICE WORKERS	27,440	83.3	31.6	105,810
Secretarial and general affairs office staff	11,600	35.2	31.4	45,920
Counter and money transactions office staff	2,220	6.7	29.9	8,020
Customer reception and information office staff	7,560	22.9	31.8	28,150
Logistics administrative management office staff	2,510	7.6	40.6	10,200
Economic, accounting and financial management office staff	2,440	7.4	32.1	9,870
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	99,680	302.7	46.3	275,420
Sales people	30,440	92.4	28.5	91,570
Catering business operators	52,620	159.8	57.2	130,250
Qualified professions in health and social services	5,650	17.2	46.0	20,820
Beauty treatment professionals	4,100	12.4	69.6	11,350
Skilled professions in personal and similar services	3,150	9.6	33.2	10,470
Skilled professions in cultural, safety, surveillance and safekeeping services	2,390	7.2	23.6	6,910
SPECIALISED LABOURERS	47,450	144.1	56.6	207,010
Artisans and specialised labourers in construction and building maintenance	12,990	39.5	53.9	54,270
Building finisher artisans and specialised labourers	8,750	26.6	57.2	36,930
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	4,060	12.3	57.0	21,990
Blacksmith ironworkers, tool makers and similar professions	2,880	8.8	56.6	13,760
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	6,480	19.7	69.4	26,870
Electrical and electronic equipment installation and maintenance artisans and specialised labourers.	4,280	13.0	53.2	18,020
Artisans and specialised workers in food processing	2,160	6.5	48.6	8,730
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	41,720	126.7	46.7	171,160
Automatic and semi-automatic machinery workers for metal processing and for mineral products	2,590	7.9	61.7	12,580
Workers assigned to machinery in the industry of textiles, garments and similar	2,230	6.8	59.0	9,380
Workers assigned to assembly of industrial products	3,680	11.2	50.8	17,010
Workers assigned to industrial product packaging machines	2,180	6.6	22.1	10,610
Motor vehicle drivers	18,560	56.4	50.7	68,970
Operators of earthmoving, lifting and material handling machinery	4,820	14.6	37.1	20,020
UNSKILLED PROFESSIONS	47,760	145.0	31.9	172,250
Unskilled staff assigned to moving an delivery of goods	13,890	42.2	31.5	56,130
Unskilled cleaning service staff	26,770	81.3	30.4	89,980
Unskilled staff assigned to custodial services for buildings, equipment and goods	2,050	6.2	22.7	5,880

* 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.

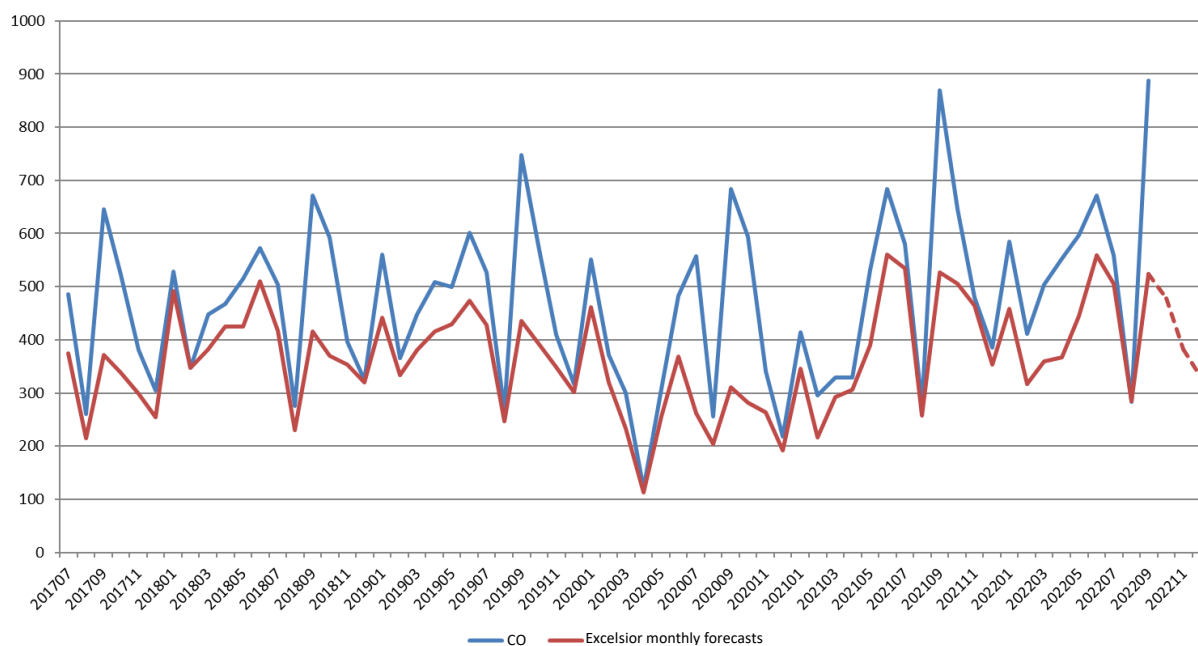Source: Unioncamere - ANPAL, Excelsior Information System, 2022

For further information:
348.9025607-331.6098963

INFLOW WITHIN THE TERRITORIES IN THE MONTH OF NOVEMBER 2022 AND DURING THE PERIOD OF DECEMBER 2022 - FEBRUARY 2023

	December 2022		December 2022 - February 2023	Variations (a.v.)		% Variation forecasted inflow December 2022/2021
	Forecasted inflow	% difficult to recruit	Forecasted inflow	December 2022/2021	Variation Dec 22 - Feb 23/	
PIEMONTE	23,070	45.3	86,470	-6,420	-24,430	
VALLE D'AOSTA	3,300	51.4	5,160	-170	-540	
LOMBARDIA	67,400	42.6	269,860	-12,170	-70,190	
LIGURIA	8,690	49.1	29,910	-850	-5,590	
TRENTINO ALTO ADIGE	21,880	48.5	41,550	+80	-2,130	
VENETO	29,520	52.4	116,880	-2,610	-27,350	
FRIULI VENEZIA GIULIA	6,250	52.9	24,840	-570	-6,150	
EMILIA ROMAGNA	25,190	48.6	107,980	+630	-13,940	
TOSCANA	19,060	50.0	74,060	-230	-6,860	
UMBRIA	3,900	54.2	14,540	+580	-310	
MARCHE	7,410	49.0	30,550	-80	-3,810	
LAZIO	33,560	39.0	122,530	+2,570	+2,780	
ABRUZZO	6,790	48.6	24,730	-80	-4,900	
MOLISE	1,080	36.3	4,150	-200	-980	
CAMPANIA	23,690	41.2	86,370	-2,060	-10,040	
PUGLIA	16,630	42.7	58,010	-780	-6,500	
BASILICATA	1,850	44.4	7,300	-450	-1,500	
CALABRIA	5,610	39.1	19,140	-170	-140	
SICILIA	17,750	41.5	61,750	-860	-6,250	
SARDEGNA	6,710	45.0	23,620	-600	-2,330	
NORTH WEST	102,460	44.1	391,400	-19,620	-100,740	
NORTH EAST	82,840	50.3	291,240	-2,470	-49,570	
CENTRAL	63,930	44.3	241,670	+2,840	-8,200	
SOUTH AND ISLANDS	80,110	42.4	285,050	-5,190	-32,630	
ITALY	**329,340**	**45.3**	**1,209,360**	**-24,440**	**-191,150**	

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

Monthly trends Excelsior forecasts and CO data
(July 2017– September 2022)
81% correlation between series

Source: elaboration of data from Unioncamere - ANPAL, Excelsior information system and CO (Compulsory Communications - Ministry of Labour), various years

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