



Press release

352 thousand hirings expected by companies in December, +23 thousand compared to a year ago (+7%). The forecasts are positive for tourism and trade

Rome, 7 December 2023 – There are 352 thousand hirings, whether permanent or fixed-term lasting more than 30 days, planned by companies for the month of December and those planned for the entire December-February quarter rise to almost 1.3 million. Compared to a year ago, there was an increase of +7.0% (+23 thousand hires) in the month and +6.9% (+84 thousand hires) in the quarter. Tourism and trade companies are keeping the demand for work high, planning 70 thousand and 56 thousand entries respectively in the month, with the Christmas holidays approaching (+6.7% and +13.1% compared to the same period of 2022). The difficulty in finding remains high, affecting 171 thousand profiles sought, equal to 48.5% of the total hirings, a value 3.3 percentage points higher than a year ago.

This scenario is outlined by the *Excelsior Information System Bulletin*, created by **Unioncamere** in collaboration with **Anpal**¹.

Industry is looking for around 93 thousand workers in December, while services are looking for 259 thousand. For industry, mechatronics and metallurgy companies offer the greatest job opportunities, with 18 thousand and 11 thousand planned hires respectively. Employment opportunities in the construction sector are also still significant, with 30 thousand new arrivals planned, despite the decline in job demand compared to December 2022 (-2.4%). For services, during the Christmas holidays, in addition to the hiring forecasts for tourism and commerce remaining high, we highlight personal services (40 thousand entries), operational support services for businesses and people (29 thousand) and transport and logistics (28 thousand).

Fixed-term contracts are confirmed as the most proposed form with over 188 thousand units, equal to 53.5% of the total, followed by permanent contracts (84 thousand units, 23.8%).

In December, the mismatch between job supply and demand affected 171 thousand hirings out of the 352 thousand scheduled, mainly due to the lack of candidates (31.5%). Among the most difficult professions to find, Borsino Excelsior highlights specialists in the life sciences (which include pharmacists and other specialists in the pharmaceutical and biomedical supply chain, biologists, veterinarians, agronomists and are difficult to find in 89.1% of cases) , technicians in the production processes of goods and services (61.9%), health technicians (61.4%), workers employed on machinery in the textile and clothing industry (72% for both), foundry workers, welders, metal carpentry assemblers (69.3%) and specialized workers involved in finishing constructions (68.8%).

Compared to last year, the demand for immigrant workers increased by 18.2%, going from the 62 thousand profiles sought in December 2022 to the current 72 thousand (+10 thousand). Among the sectors that are most looking for foreign workers are operational support services for businesses and people which plan to cover over 32% of revenue with foreign workers, transport, logistics and warehousing services (27.6%), construction (26.5%), accommodation, catering and tourism services (22.9%) and the metal and metal products industries (21.8%).

¹ The December forecasts are based on interviews conducted on a sample of around 113 thousand companies. The interviews were conducted between October 17 2023 and November 3 2023.

At a territorial level, the greatest job opportunities are offered by companies in the North West, which plan 107 thousand entries in the month and 416 thousand in the quarter, followed by companies in the South and islands with 88 thousand job positions sought in the month and 308 thousand in the quarter, by those in the North East with 85 thousand hirings in the month and 301 thousand in the quarter and the Center with 72 thousand and 267 thousand entries respectively.

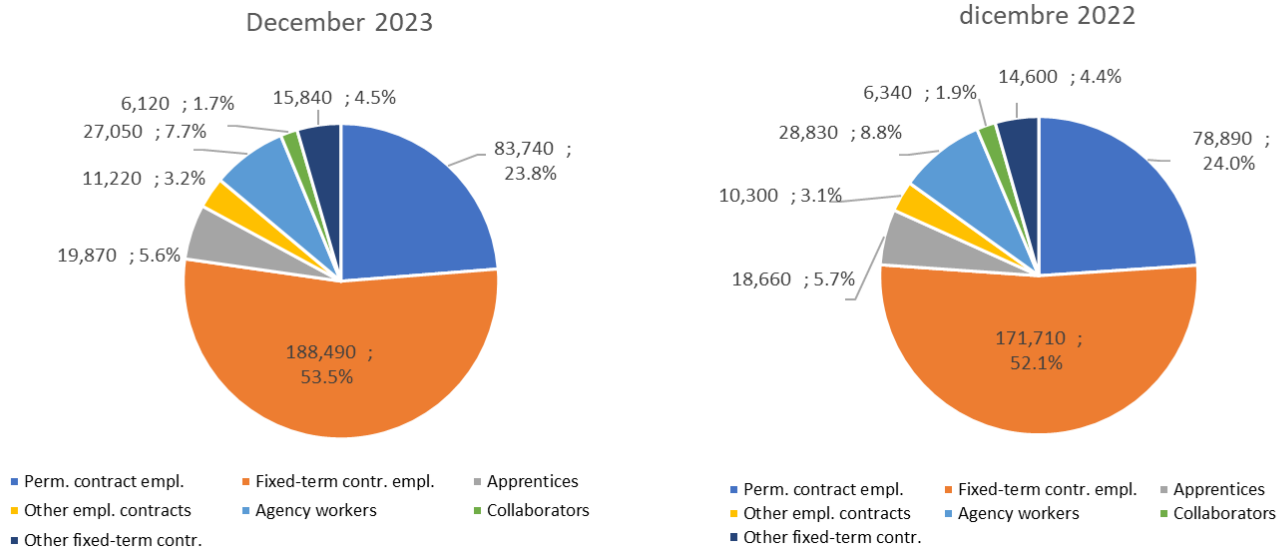
INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR

	Total inflow		Variation December 2023- December 2022		Variation Dec23- Feb24/Dec22- Feb23	
	Planned December 2023	Planned Dec-Feb24	a.v	%	a.v	%
TOTAL	352,340	1,293,040	23,010	7.0	83,680	6.9
INDUSTRY	92,850	406,930	4,160	4.7	11,690	3.0
<i>Manufacturing and PU</i>	62,680	275,360	4,900	8.5	12,010	4.6
Food, beverage and tobacco industries	8,020	33,150	-180	-2.2	-120	-0.4
Textile, clothing and footwear industries	8,310	33,440	2,130	34.4	6,610	24.7
Wood and furniture industries	2,700	12,980	-630	-18.9	-1,530	-10.5
Paper, paper transformation and printing industries	2,020	8,980	120	6.5	620	7.4
Chemical-pharmaceutical, plastic and rubber industries	5,280	25,320	-440	-7.7	-2,100	-7.7
Non-metallic mineral processing and mining industries	2,100	9,570	70	3.5	300	3.2
Metallurgical and metal products industries	10,850	54,680	-150	-1.4	-1,580	-2.8
Mechanical and electronics industries	17,800	77,130	2,800	18.6	6,530	9.2
Other industries	5,600	20,110	1,190	26.8	3,280	19.5
<i>Construction</i>	30,170	131,570	-740	-2.4	-320	-0.2
SERVICES	259,500	886,110	18,850	7.8	71,990	8.8
Commerce	56,230	188,110	6,520	13.1	25,280	15.5
Accommodation and catering services; tourist services	70,260	185,040	4,380	6.7	18,110	10.9
Transport, logistics and warehousing services	27,900	98,570	1,190	4.4	730	0.7
Media and communication services	4,260	16,020	690	19.3	2,400	17.6
IT and telecommunications services	11,070	43,810	420	4.0	2,780	6.8
Advanced business support services	16,890	75,120	1,740	11.5	7,050	10.4
Financial and insurance services	3,620	13,770	20	0.6	390	2.9
Operational support services for businesses and individuals	28,780	109,440	2,090	7.8	4,130	3.9
Personal services	40,470	156,230	1,790	4.6	11,130	7.7

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

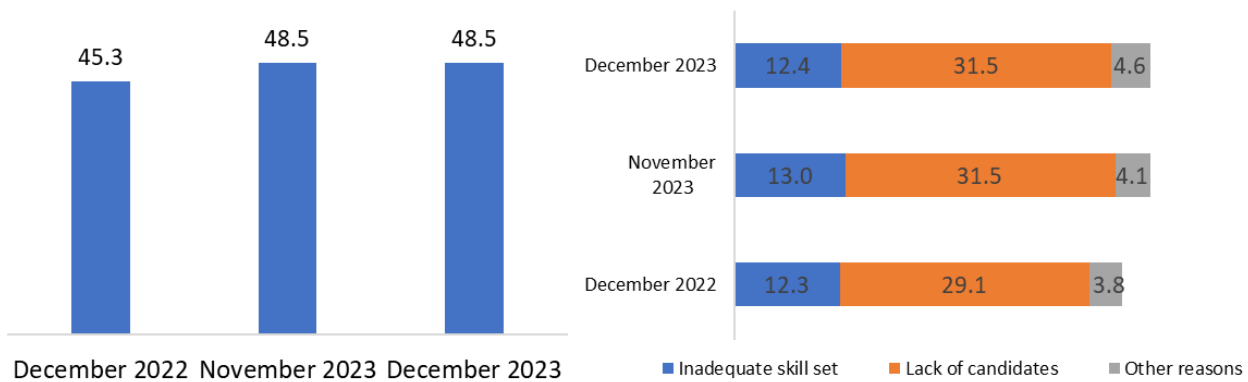
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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



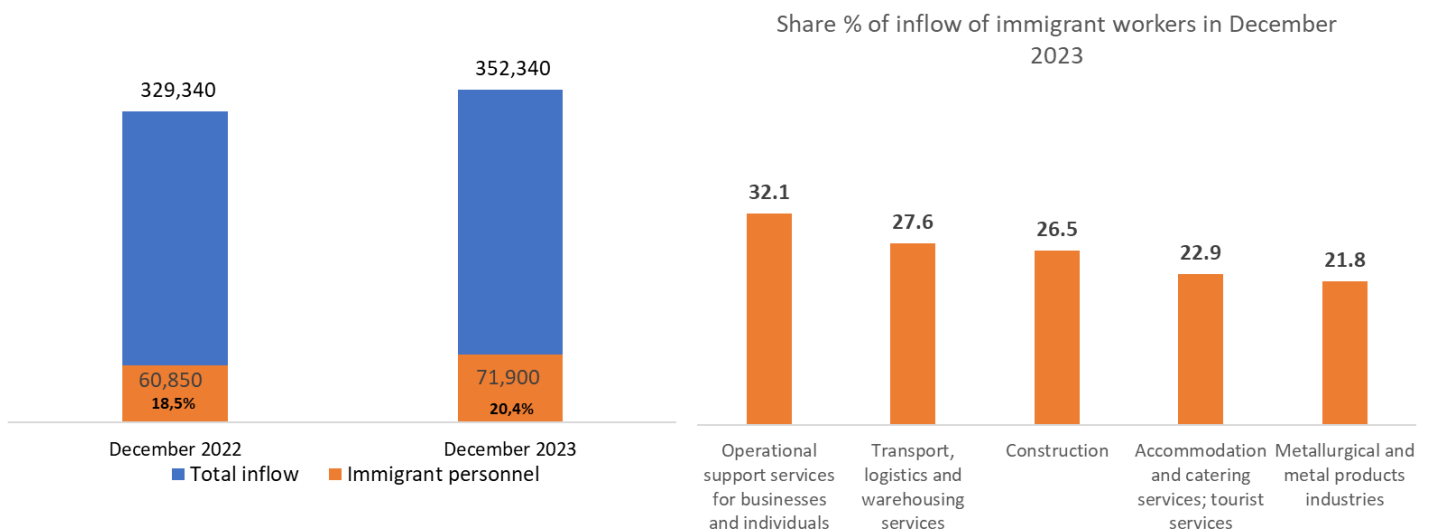
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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

THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF NOVEMBER 2023 *

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

	INFLOW FORECAST NOVEMBER 2023	Distribut ion x 1000	Difficulty in recruiting (%)	INFLOW FORECAST November- January 2024
INFLOW	430,520	1,000	48.5	1,302,620
MANAGERS	960	2.2	60.8	3,480
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	24,900	57.8	45.0	88,530
Engineers	3,940	9.2	57.5	15,600
Specialists in management, commercial and banking sciences	5,180	12.0	35.2	19,390
Analysts and experts in designing applications	2,900	6.7	55.6	10,010
TECHNICAL PROFESSIONS	56,330	130.8	53.8	189,300
IT, telematics and telecommunications technicians	6,740	15.7	48.7	22,030
Engineering technicians	6,530	15.2	62.5	18,290
Goods and services production processes management technicians	3,990	9.3	68.6	14,360
Health technicians	10,490	24.4	66.5	35,090
Technicians of the organisation and administration of production activities	5,180	12.0	45.0	18,570
Technicians of financial and insurance activities	2,170	5.0	46.4	7,720
Market relations technicians	10,950	25.4	52.2	37,600
Commercial distribution technicians	2,220	5.2	56.3	9,820
OFFICE WORKERS	36,180	84.0	32.9	114,620
Secretarial and general affairs office staff	14,920	34.7	34.2	48,880
Customer reception and information office staff	9,440	21.9	31.2	30,450
Logistics administrative management office staff	4,260	9.9	32.1	12,950
Economic, accounting and financial management office staff	3,640	8.5	35.0	10,150
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	118,070	274.2	43.9	335,490
Sales people	43,640	101.4	28.5	118,680
Catering business operators	53,260	123.7	57.7	155,530
Qualified professions in health and social services	7,090	16.5	51.9	22,010
Beauty treatment professionals	5,110	11.9	37.4	13,740
Skilled professions in personal services	4,520	10.5	34.8	13,200
Qualified professions in security, surveillance and custodial services	2,650	6.2	25.2	7,560
ARTISANS, SPECIALISED LABOURERS AND AGRICULTURALISTS	73,670	171.1	67.9	214,950
Specialised labourers in construction and building maintenance	15,850	36.8	62.5	44,620
Building finisher artisans and specialised labourers	14,350	33.3	74.5	37,770
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	7,420	17.2	71.9	22,720
Blacksmith ironworkers, tool makers and similar professions	4,580	10.6	70.8	14,690
Artisan mechanics, fitters, repairers and maintenance technicians for stationary machinery	10,180	23.7	69.4	30,870
Electrical and electronic equipment installation and maintenance artisans and technicians	6,140	14.3	65.1	20,010
Artisans and specialised workers in food processing	3,170	7.4	60.6	10,290
Artisans and specialised workers in textile and clothing	2,860	6.6	80.8	7,670
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	55,420	128.7	51.9	165,510
Automatic and semi-automatic machinery workers for metal processing and for the industry of machinery	3,990	9.3	77.4	12,670
Workers assigned to machinery in the industry of textiles, garments and similar products	3,320	7.7	63.7	9,960
Workers assigned to assembly of industrial products	3,900	9.1	57.6	13,600
Workers assigned to industrial product packaging machines	4,370	10.1	29.3	11,970
Workers assigned to stationary machinery for the food industry	2,420	5.6	32.6	6,950
Motor vehicle drivers	22,920	53.2	53.7	64,260
Operators of earthmoving, lifting and material handling machinery	7,020	16.3	47.8	20,540
Unskilled staff assignet to construction	64,990	151.0	37.3	190,750
Unskilled staff assigned to moving and delivery of goods	26,720	62.1	35.2	71,130
Unskilled cleaning service staff	29,600	68.8	36.5	93,600
Unskilled staff assignet to construction	2,500	5.8	44.7	6,450
Unskilled staff assigned to manufacturing	2,650	6.1	46.9	7,670

* 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.

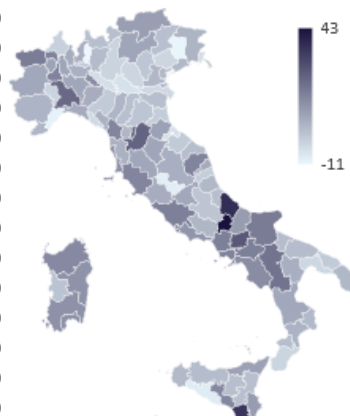
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

For more information:
348.9025607-331.6098963



THE INFLOW IN THE TERRITORIES IN THE MONTH OF DECEMBER 2023 AND IN THE PERIOD DECEMBER 2023 - FEBRUARY 2024

	December 2023		December 2023 - February 2024	Variation (a.v.)		Variation % forecast inflow december 2023/2022
	INFLOW FORECAST	% di difficile reperimento	INFLOW FORECAST	december 2023/2022	dec 23 - feb 24/dec 22 - feb 23	
PIEMONTE	24,900	49.2	92,780	+1,830	+6,310	
VALLE D'AOSTA	3,880	53.1	6,110	+580	+940	
LOMBARDIA	69,450	46.0	285,570	+2,050	+15,710	
LIGURIA	8,840	52.5	31,170	+150	+1,260	
TRENTINO ALTO ADIC	23,840	55.4	44,330	+1,960	+2,780	
VENETO	29,560	54.8	120,360	+40	+3,490	
FRIULI VENEZIA GIUL	6,200	53.7	25,470	-50	+630	
EMILIA ROMAGNA	25,570	51.7	111,340	+380	+3,360	
TOSCANA	21,970	52.7	83,610	+2,910	+9,550	
UMBRIA	3,980	52.8	14,800	+80	+260	
MARCHE	7,710	51.8	30,890	+300	+350	
LAZIO	38,730	41.1	138,670	+5,170	+16,140	
ABRUZZO	7,410	49.3	26,920	+620	+2,190	
MOLISE	1,290	47.9	4,320	+210	+180	
CAMPANIA	27,590	43.8	97,520	+3,890	+11,160	
PUGLIA	17,230	48.4	60,490	+600	+2,480	
BASILICATA	2,110	46.6	7,760	+260	+470	
CALABRIA	5,790	46.5	20,750	+190	+1,610	
SICILIA	18,760	46.6	64,250	+1,010	+2,500	
SARDEGNA	7,540	44.7	25,930	+830	+2,320	
NORD OVEST	107,070	47.6	415,620	+4,610	+24,230	
NORD EST	85,170	54.0	301,500	+2,330	+10,260	
CENTRO	72,390	46.4	267,970	+8,460	+26,300	
SUD E ISOLE	87,720	46.1	307,950	+7,610	+22,900	
ITALIA	352,340	48.5	1,293,040	+23,010	+83,680	



Source: Unioncamere - ANPAL, Excelsior Information System, 2023