



Press release

Labour: 524 thousand new hires forecast by companies in September

In decline next trimester: -3.0% compared to a year ago above all for commerce (-33.0%), fashion (-31.2%) and metallurgy (-25.6%)

Rome, 08 September 2022 – Companies are seeking 524 thousand workers for the month of September, 2 thousand fewer (-0.4%) compared to what was planned one year ago. The manufacturing sector is slowing down (-13.6% equal to 15 thousand fewer positions compared to September 2021) and above all commerce (-30.0%, with a decrease of over 25 thousand contracts again compared to 12 months ago). These dynamics are particularly affected by the continuous rise in the costs of energy and raw materials, with relative effects on inflation and consumption.

As for the September-November 2022 trimester, the new hires forecast slightly exceed 1.4 million with a decrease of -3.0% compared to the same trimester of 2021.

Difficulty in recruiting reported by companies is still growing and involves 43.3% of planned new hires, up by almost 7 per cent compared to September 2021 when the mismatch between supply of and demand for work concerned 36.4% of the profiles sought.

Almost one in three new hires (31.7%) are young people of up to 29 years of age.

The *Excelsior Information System* bulletin, created by **Unioncamere** and **Anpal**¹, paints this scenario.

The positive trend in construction continues: an inflow of 57 thousand planned in the month (+ 37.3% compared to 12 months ago). The forecasts for the September-November trimester also confirm growth in the sector (inflow of 154 thousand + 30.4% compared to the same trimester in 2021). However, forecasts are negative for most of the manufacturing sectors that, as a whole, are planning an inflow of 99 thousand in the month and 275 thousand in the trimester, with a downward trend of -13.6% and -13.4% respectively.

Among the sectors slowing down, above all there are the textile, clothing and footwear industries (-31.8% compared to September 2021 and -31.2% in the September-November 2021 trimester), the metallurgical and metal products industries (-27.4% compared to September and -25.6% in the trimester), the mechanical and electronics industries (-18.2% compared to September and -19.9% in the trimester) and the paper, paper transformation and printing industries (-11.4% in the month and -14.6% in the trimester).

368 thousand employment contracts are planned by service companies for September (-0.5% compared to September 2021) and over 976 thousand are forecast for the trimester (-3.7% compared to the same trimester in 2021).

The negative figure is above all attributable to the decline in trade (-30% compared to 12 months ago and -33.0% for the September-November trimester), followed by media and communications services (-5.4% compared to the previous month and -2.0% compared to the previous trimester). The positive trend continues for IT and telecommunications services (+35.3% compared to September 2021 and +31.3% for the trimester), for those in the insurance and financial sector

¹ The August forecasts are based on interviews conducted on a sample of 93,000 companies. The interviews were collected between 18 July and 2 August 2022.

(+33.4% in the month and +19.5% in the trimester) and personal services² (+19.6% in the month and +19.1% in the trimester).

The most widely-proposed contracts were confirmed to be fixed-term, amounting to 269 thousand units, equal to 51.4% of the total. Next come permanent contracts (96 thousand), agency workers contracts (58 thousand), other non-employee contracts (48 thousand), apprenticeship contracts (26 thousand), other employee contracts (18 thousand) and collaboration contracts (9 thousand).

About 166 thousand new hires (equal to 31.7% of the total) are young people of up to 29 years of age. Among the high skills figures, the most sought-after for this age group are IT, engineering and production technicians (10 thousand new hires scheduled in the month). The most sought-after employees, commercial professions and those in services include Cooks, waiters and other tourist services professions (31 thousand contracts) and Sales assistants and other skilled staff in shops and wholesale stores (14 thousand). Lastly, among the Specialised labourers and operators of plants and machinery, are the Specialised labourers in construction and building maintenance (10 thousand), Workers in metalworking and electromechanical activities (9 thousand) and Workers in metalworking activities required in other sectors (7 thousand).

In September, the number of new hires for which companies declare difficulty in recruiting rose to 227 thousand. The main cause is confirmed to be the “lack of candidates” (27.8%) with a share that is therefore more than double the number for the other reason of “inadequate skill set” (11.9%). The mismatch mainly concerns specialised labourers (56.8% the share of inflow difficult to recruit), operators of stationary and mobile plants and technical professions (both 47%). The figures most difficult to recruit are Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines (65.8%), Building finisher artisans and specialised labourers (65.6%), Automatic and semi-automatic machinery workers for metal processing and for mineral products (63.2%), Electrical and electronic equipment installation and maintenance artisans and specialised labourers (62.5%) and Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions (61.0%). Also difficult to recruit are Engineering technicians (64.1%), Goods and services production processes management technicians (59.9%) as well as Health technicians (54.5%), Experts in mathematical, computer, chemistry, physical and natural sciences (53.3%) and Engineers (46.5%).

Companies in the Northeastern regions encounter the greatest recruiting difficulties, where 49% of the figures sought are difficult to recruit, a share over 10% higher than that observed for the South and Islands (39.3%). On average, the incidence recorded in the North West (43%) and in the Centre (42.1%).

² Education and private training services, Healthcare, social assistance and private health services, Recreational and cultural services and other personal services.

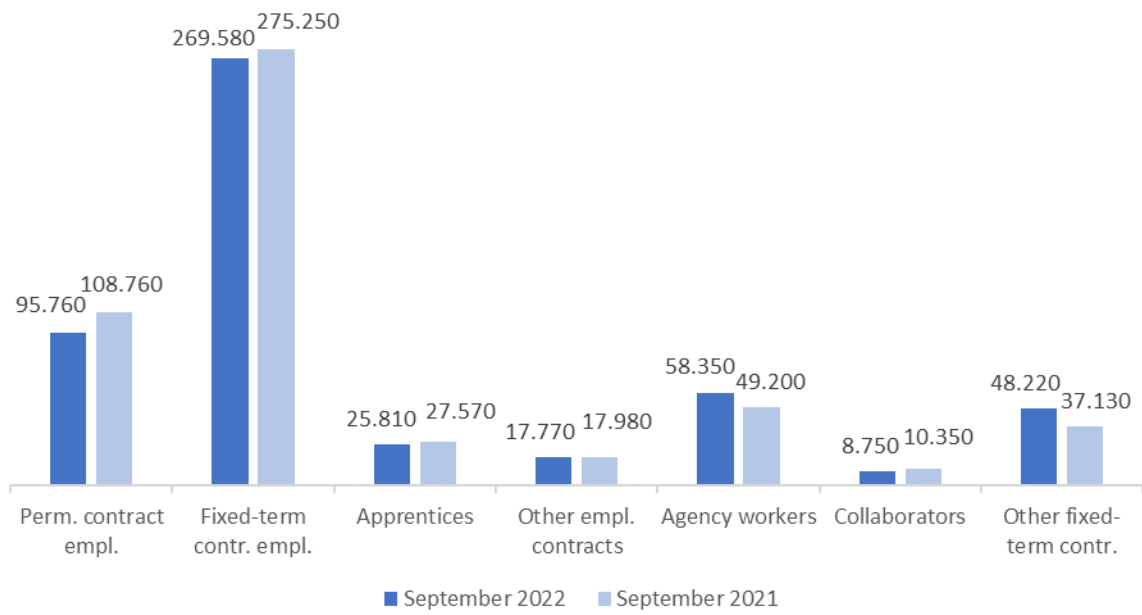
INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR

	Total inflow		Variation September - August		Variation Sep2022 - Sep2021		Variation Sep-Nov22/ Sep-Nov21	
	planned September 2022	planned Sep-Nov22	a.v.	%	a.v.	%	a.v.	%
TOTAL	524,240	1,405,290	239,670	84.2	-2,010	-0.4	-44,160	-3.0
INDUSTRY	155,900	429,160	75,210	93.2	30	0.0	-6,570	-1.5
<i>Manufacturing and PU</i>	<i>98,790</i>	<i>274,820</i>	<i>43,970</i>	<i>80.2</i>	<i>-15,500</i>	<i>-13.6</i>	<i>-42,540</i>	<i>-13.4</i>
Food, beverage and tobacco industries	14,640	41,690	1,470	11.2	2,970	25.4	7,990	23.7
Textile, clothing and footwear industries	11,170	30,810	7,930	244.0	-5,200	-31.8	-13,970	-31.2
Wood and furniture industries	5,700	15,380	3,040	114.8	-520	-8.4	-1,970	-11.3
Paper, paper transformation and printing industries	3,100	8,210	1,530	96.7	-400	-11.4	-1,400	-14.6
Chemical-pharmaceutical, plastic and rubber industries	9,260	26,230	3,850	71.1	1,460	18.8	5,900	29.0
Non-metallic mineral processing and mining industries	3,400	8,990	1,900	126.9	60	1.9	-320	-3.5
Metallurgical and metal products industries	19,960	56,160	9,490	90.7	-7,540	-27.4	-19,280	-25.6
Mechanical and electronics industries	25,270	69,490	12,540	98.6	-5,620	-18.2	-17,260	-19.9
Other industries	6,290	17,880	2,220	54.4	-720	-10.3	-2,240	-11.1
<i>Construction</i>	<i>57,120</i>	<i>154,340</i>	<i>31,240</i>	<i>120.8</i>	<i>15,530</i>	<i>37.3</i>	<i>35,970</i>	<i>30.4</i>
SERVICES	368,330	976,130	164,460	80.7	-2,040	-0.5	-37,590	-3.7
Commerce	60,990	186,550	23,880	64.4	-26,190	-30.0	-92,010	-33.0
Accommodation and catering services; tourist services	74,320	197,920	15,620	26.6	1,070	1.5	5,460	2.8
Transport, logistics and warehousing services	40,220	114,050	17,140	74.3	1,740	4.5	-5,980	-5.0
Media and communication services	6,210	16,680	4,000	181.1	-350	-5.4	-350	-2.0
IT and telecommunications services	16,070	44,470	8,680	117.4	4,190	35.3	10,590	31.3
Advanced business support services	24,370	65,890	13,610	126.4	1,550	6.8	3,760	6.1
Financial and insurance services	4,700	12,530	2,620	126.3	1,190	33.7	2040	19.5
Operational support services for businesses and individuals	41,390	114,070	14,780	55.6	-1,610	-3.7	2,930	2.6
Personal services	100,060	223,980	64,130	178.4	16,390	19.6	35,970	19.1

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

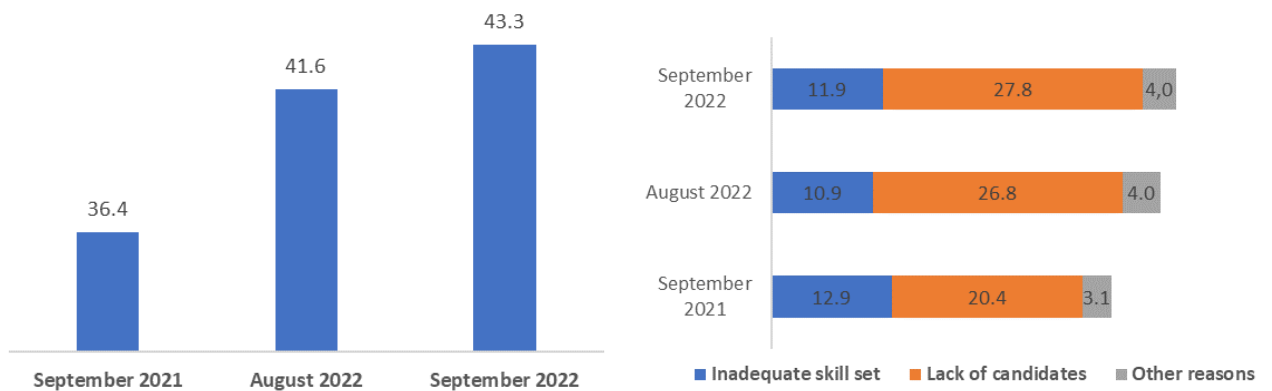
Source: Unioncamere - ANPAL, Excelsior Information System, 2022

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 SEPTEMBER 2022 *

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

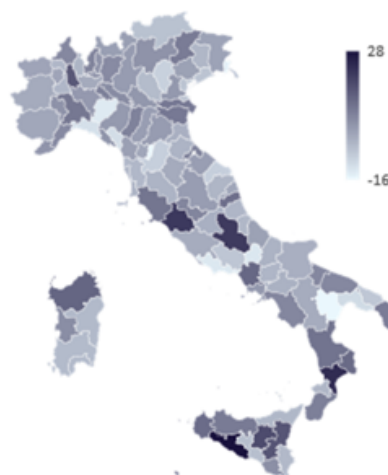
	INFLOW FORECAST FOR SEPTEMBER	Distribu tion x 1000	Difficulty in recruiting (%)	Difficulty in recruiting a.v.	INFLOW FORECAST September - November 2022
INFLOW	524,240	1,000	43.3	227,220	1,405,290
MANAGERS	1,590	3.0	76.5	1,220	4,030
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	54,020	103.0	40.1	21,680	119,150
Experts in mathematical, computer, chemistry, physical and natural sciences	6,870	13.1	53.3	3,660	19,060
Engineers and similar professions	7,340	14.0	46.5	3,410	20,240
Specialists in management, commercial and banking sciences	5,770	11.0	33.7	1,940	15,370
Secondary and post-secondary school teachers and similar professions	6,870	13.1	19.2	1,320	9,650
Primary and pre-primary school teachers and similar professions	10,380	19.8	31.6	3,280	15,770
Other teaching and education specialists	7,230	13.8	55.9	4,040	14,550
TECHNICAL PROFESSIONS	80,490	153.5	46.9	37,750	210,490
IT, telematics and telecommunications technicians	9,660	18.4	52.5	5,070	26,940
Engineering technicians	7,030	13.4	64.1	4,510	18,800
Goods and services production processes management technicians	4,250	8.1	59.9	2,540	12,940
Health technicians	17,840	34.0	54.5	9,730	42,930
Technicians of the organisation and administration of production activities	5,950	11.3	40.9	2,430	16,750
Financial and insurance activities technicians	2,520	4.8	41.4	1,040	6,010
Market relations technicians	12,130	23.1	43.1	5,230	34,600
Commercial distribution technicians and similar professions	5,180	9.9	53.2	2,760	12,310
Teachers in vocational training, instructors, coaches, athletes and similar professions	7,490	14.3	26.7	2,000	18,730
Social services experts	2,540	4.8	19.8	500	5,740
OFFICE WORKERS	40,420	77.1	27.5	11,120	111,380
Secretarial and general affairs office staff	18,920	36.1	29.0	5,490	49,610
Customer reception and information office staff	9,890	18.9	23.1	2,290	29,530
Logistics administrative management office staff	4,430	8.4	30.7	1,360	11,660
Economic, accounting and financial management office staff	4,080	7.8	31.5	1,280	11,610
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	121,850	232.4	43.6	53,110	340,310
Sales people	34,180	65.2	26.7	9,110	111,020
Catering business operators	61,150	116.6	54.7	33,450	161,330
Qualified professions in health and social services	10,620	20.3	45.6	4,850	27,600
Beauty treatment professionals	5,370	10.2	55.2	2,960	12,810
Skilled professions in personal and similar services	7,110	13.6	28.7	2,040	16,610
SPECIALISED LABOURERS	83,500	159.3	56.8	47,430	225,780
Artisans and specialised labourers in construction and building maintenance	24,070	45.9	48.0	11,560	61,240
Building finisher artisans and specialised labourers	15,810	30.2	65.6	10,380	40,270
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	7,920	15.1	61.0	4,830	22,700
Blacksmith ironworkers, tool makers and similar professions	4,520	8.6	58.5	2,640	13,550
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	9,680	18.5	65.8	6,370	27,680
Electrical and electronic equipment installation and maintenance artisans and specialised labourers.	5,750	11.0	62.5	3,600	17,820
Artisans and specialised workers in food processing	4,120	7.9	52.9	2,180	10,730
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	75,560	144.1	47.0	35,540	206,960
Automatic and semi-automatic machinery workers for metal processing and for mineral products	6,460	12.3	63.2	4,080	14,690
Operators of machinery for the manufacture of rubber items and plastic materials	2,530	4.8	58.2	1,470	7,110
Workers assigned to machinery in the industry of textiles, garments and similar	3,680	7.0	56.9	2,090	10,070
Workers assigned to assembly of industrial products	5,570	10.6	43.5	2,420	15,310
Workers assigned to industrial product packaging machines	5,500	10.5	23.4	1,280	14,060
Workers assigned to stationary machinery for the food industry	3,290	6.3	46.2	1,520	7,740
Motor vehicle drivers	31,830	60.7	50.5	16,090	86,680
Operators of earthmoving, lifting and material handling machinery	10,220	19.5	40.8	4,170	30,820
UNSKILLED PROFESSIONS	66,820	127.5	29.0	19,380	187,210
Unskilled staff assigned to moving and delivery of goods	19,790	37.7	23.0	4,560	61,160
Unskilled cleaning service staff	36,440	69.5	29.5	10,760	97,450

* 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

**INFLOW WITHIN THE TERRITORIES IN THE MONTH OF SEPTEMBER 2022 AND DURING
THE PERIOD OF SEPTEMBER - NOVEMBER 2022**

	September 2022		September - November 2022	Variations (a.v.)		% Variation forecasted inflow September 2022/2021
	Forecasted inflow	% <i>difficult to recruit</i>	Forecasted inflow	september 2022/2021	september - november 2022/2021	
PIEMONTE	37,350	46.9	100,920	+320	-1,230	
VALLE D'AOSTA	1,200	51.7	4,050	-10	+210	
LOMBARDIA	120,060	41.4	310,780	+290	-8,020	
LIGURIA	11,100	45.6	31,530	-810	-2,330	
TRENTINO ALTO ADIGE	12,740	49.7	33,530	-210	-660	
VENETO	51,340	48.5	136,910	-1,580	-5,230	
FRIULI VENEZIA GIULIA	10,800	52.3	29,120	-480	-2,030	
EMILIA ROMAGNA	49,550	48.7	131,070	+290	+60	
TOSCANA	31,820	48.4	85,900	-2,150	-5,280	
UMBRIA	6,050	48.4	15,900	+110	-530	
MARCHE	13,140	48.7	35,080	-310	-1,380	
LAZIO	52,850	36.0	141,660	-1,400	-7,810	
ABRUZZO	10,170	46.3	26,480	+140	-690	
MOLISE	1,550	38.2	4,530	-110	-220	
CAMPANIA	39,250	36.9	107,470	+1,220	-6,080	
PUGLIA	25,680	38.9	70,880	+290	-2,990	
BASILICATA	3,300	43.7	9,070	-260	-460	
CALABRIA	8,500	39.7	24,380	+770	-320	
SICILIA	27,830	36.8	77,860	+1,800	+1,170	
SARDEGNA	9,970	47.7	28,190	+80	-340	
NORTH WEST	169,700	43.0	447,280	-210	-11,380	
NORTH EAST	124,430	49.0	330,620	-1,990	-7,850	
CENTRAL	103,850	42.1	278,540	-3,760	-14,990	
SOUTH AND ISLANDS	126,250	39.3	348,850	+3,940	-9,940	
ITALY	524,240	43.3	1,405,290	-2,010	-44,160	



Source: Unioncamere - ANPAL, Excelsior Information System, 2022