



Press release

## Labour: 293 thousand hires forecast in August

*Difficult to find over half of profiles that deal with installation and maintenance, design and research and development, information systems*

Rome, 8 August 2023 – In August companies plan to activate 293 thousand employment contracts (fixed-term of more than one month or permanent contracts). Compared to August 2022, forecasts highlight 8 thousand more contracts, equal to +3.0%, while for the August-October quarter the forecast stands at 1.3 million hires, recording a decrease compared to last year (-0.7% with -9 thousand contracts). In the quarter business services, tourism, food and chemical-pharmaceutical industries decrease.

Difficulty in recruiting remains high, regarding 47.5% of expected hires, around 6 points more than in August 2022 when this indicator stood at 41.6%.

Outlining this scenario is the *Excelsior Information System* bulletin, created by **Unioncamere** and **Anpal**, which elaborates the employment forecasts for August<sup>1</sup>.

In August, the industry as a whole is seeking about 84 thousand workers and expects 389 thousand hires in the August-October quarter. For manufacturing, which is looking for 56 thousand workers in the month and 247 thousand in the quarter, the largest job opportunities are offered by the mechatronics industries (which are looking for 14 thousand workers in the month and 62 thousand in the quarter), followed by food, beverage and tobacco industries (12 thousand in the month and 40 thousand in the quarter) and metallurgical and metal products companies (10 thousand in the month and 49 thousand in the quarter).

The demand for labour from the construction companies stands at around 28 thousand hires in the month and around 142 thousand hires in the quarter. On the other hand, there are 209 thousand employment contracts expected by services sector in the current month and over 892 thousand in the August-October quarter. Tourism offers the greatest employment opportunities with almost 62 thousand workers wanted in the month and around 200 thousand in the quarter, followed by the personal services (just under 38 thousand in the month and around 223 thousand in the quarter), by commerce (37 thousand in the month and 162 thousand in the quarter) and operational support services for businesses and individuals (27 thousand in the month and 106 thousand in the quarter).

The forecast for permanent contracts (+6 thousand units; +12.5%) and for fixed-term contracts (+9 thousand; +6.3%) increases on an annual basis, while decrease occasional

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<sup>1</sup> The August forecasts are based on interviews conducted on a sample of around 92 thousand companies with employees of industry and services registered in the Chambers of Commerce Register. The interviews were conducted between 19 June 2023 and 5 July 2023.

collaboration contracts and VAT numbers (-4 thousand; -24.9%) and agency workers contracts (-3 thousand; -7.9%).

Difficulty in recruiting confirms previous months' data, settling at 47.5%. Corporate areas for which companies declare the greatest difficulty in finding personnel are those of installation and maintenance (64.2% of the profiles are difficult to find), design and Research & Development (61.2%) and information systems (52.9%).

As a consequence, the list of professions of the Excelsior Information System indicates, among the most difficult to find professions, building finisher artisans and specialised labourers (72.8% are difficult to find), smelters, welders, tinsmiths, boilermakers, metal structure fitters (71.1%), blacksmiths and tool makers (70.1%), engineering technicians (69.3%), goods and services production processes management technicians (66.8%) and engineers (63.3%).

The demand for immigrant workers is also increasing with 66 thousand hires scheduled in the month (+11 thousand compared to the same period in 2022), equal to 22.6% of total contracts forecast. Sectors that make the most use of foreign workers are: transport, logistics and warehousing services (36.5% of programmed entries will be covered by immigrant personnel), operational support services for businesses and individuals (35.7%), food&beverage industries (27.0%), construction (26.3%) and metallurgy industries (25.8%).

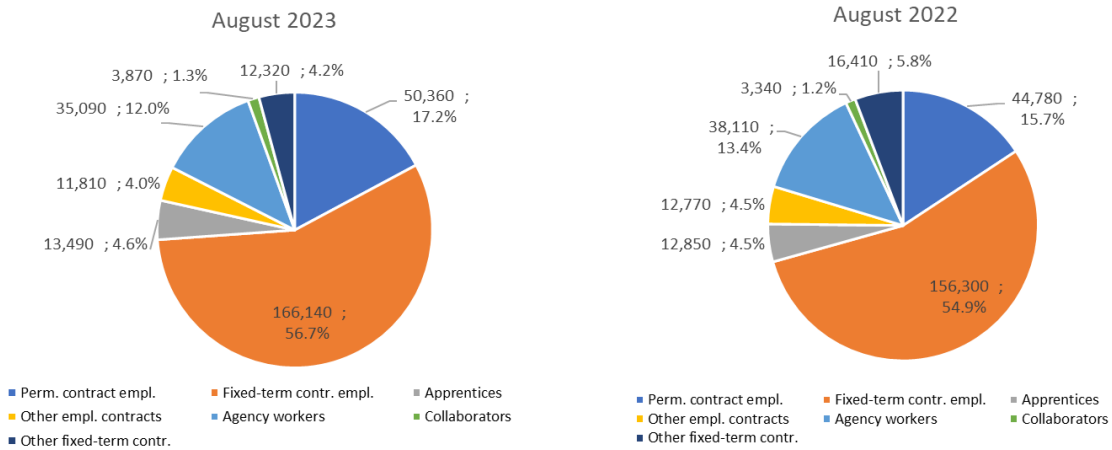
**INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR**

	Total inflow		Variation August 2023 - August 2019		Variation August 2023 - August 2022		Variation Aug.-Oct. 23/ Aug.-Oct. 22	
	planned August 2023	planned Aug.- Oct. 23	a.v.	%	a.v.	%	a.v.	%
<b>TOTAL</b>	<b>293,090</b>	<b>1,281,690</b>	<b>45,520</b>	<b>18.4</b>	<b>8,520</b>	<b>3.0</b>	<b>-8,860</b>	<b>-0.7</b>
<b>INDUSTRY</b>	<b>83,730</b>	<b>389,300</b>	<b>13,490</b>	<b>19.2</b>	<b>3,040</b>	<b>3.8</b>	<b>6,470</b>	<b>1.7</b>
<b><i>Manufacturing and PU</i></b>	<b>55,910</b>	<b>247,380</b>	<b>4,000</b>	<b>7.7</b>	<b>1,090</b>	<b>2.0</b>	<b>-200</b>	<b>-0.1</b>
Food, beverage and tobacco industries	12,540	40,520	1,070	9.4	-630	-4.8	-2,140	-5.0
Textile, clothing and footwear industries	3,950	27,230	-160	-3.9	700	21.6	2,150	8.6
Wood and furniture industries	2,620	13,330	900	51.8	-30	-1.0	-150	-1.1
Paper, paper transformation and printing industries	1,710	7,750	480	39.2	130	8.2	260	3.5
Chemical-pharmaceutical, plastic and rubber industries	5,010	22,340	610	13.9	-400	-7.4	-1,110	-4.7
Non-metallic mineral processing and mining industries	1,770	8,440	-30	-1.4	270	18.0	530	6.7
Metallurgical and metal products industries	10,420	49,140	-250	-2.3	-40	-0.4	-100	-0.2
Mechanical and electronics industries	13,850	62,240	1,500	12.1	1,120	8.8	450	0.7
Other industries	4,030	16,390	-130	-3.0	-40	-0.9	-100	-0.6
<b><i>Construction</i></b>	<b>27,820</b>	<b>141,930</b>	<b>9,490</b>	<b>51.8</b>	<b>1,950</b>	<b>7.5</b>	<b>6,670</b>	<b>4.9</b>
<b>SERVICES</b>	<b>209,360</b>	<b>892,390</b>	<b>32,040</b>	<b>18.1</b>	<b>5,480</b>	<b>2.7</b>	<b>-15,330</b>	<b>-1.7</b>
Commerce	37,280	162,060	1,300	3.6	170	0.5	20	0.0
Accommodation and catering services; tourist services	61,780	199,880	15,790	34.3	3,080	5.2	-7,870	-3.8
Transport, logistics and warehousing services	25,490	111,460	2,900	12.8	2,420	10.5	9,290	9.1
Media and communication services	5,200	22,340	2,590	98.9	2,990	135.6	8,840	65.5
IT and telecommunications services	4,790	21,890	-270	-5.2	-2,600	-35.2	-15,790	-41.9
Advanced business support services	8,030	36,240	-1,110	-12.2	-2,740	-25.4	-20,440	-36.1
Financial and insurance services	1,840	9,380	520	38.9	-240	-11.3	-1,330	-12.4
Operational support services for businesses and individuals	27,270	106,290	2,880	11.8	660	2.5	-1,100	-1.0
Personal services	37,670	222,860	7,440	24.6	1,740	4.8	13,060	6.2

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.; %)**



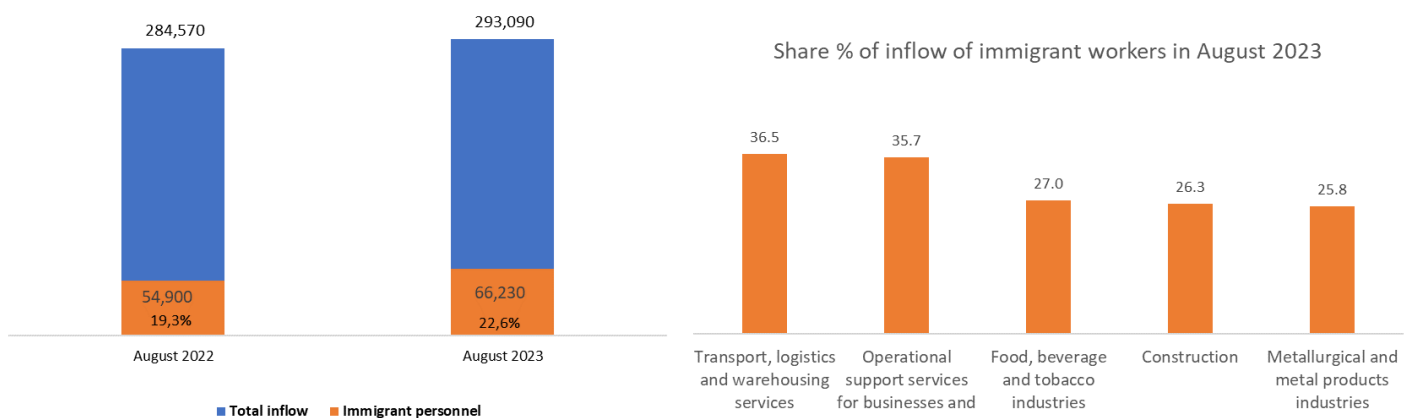
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

**DIFFICULTY IN RECRUITING AND BUSINESS AREAS WITH GREATER DIFFICULTY (%)**



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 AUGUST 2023 \*

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

	INFLOW FORECAST AUGUST 2023	Distribu tion x 1000	Difficulty in recruiting (%)	INFLOW FORECAST August- October 2023
<b>INFLOW</b>	<b>293,090</b>	<b>1,000</b>	<b>47.5</b>	<b>1,281,690</b>
<b>MANAGERS</b>	<b>350</b>	<b>1.2</b>	<b>51.4</b>	<b>1,670</b>
<b>INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS</b>	<b>14,180</b>	<b>48.4</b>	<b>44.3</b>	<b>95,420</b>
Engineers	2,010	6.9	63.3	10,190
Specialists in management, commercial and banking sciences	2,470	8.4	33.5	11,310
Primary and pre-primary school teachers	1,580	5.4	41.7	18,600
<b>TECHNICAL PROFESSIONS</b>	<b>31,980</b>	<b>109.1</b>	<b>52.0</b>	<b>166,370</b>
IT, telematics and telecommunications technicians	3,810	13.0	51.8	16,690
Engineering technicians	2,840	9.7	69.3	14,100
Goods and services production processes management technicians	2,240	7.6	66.8	12,280
Optical and audio-video equipment technicians	1,780	6.1	33.4	7,660
Health technicians	6,330	21.6	61.0	37,720
Technicians of the organisation and administration of production activities	2,440	8.3	43.3	11,230
Market relations technicians	5,370	18.3	48.4	27,050
Teachers in vocational training, instructors, coaches, athletes	1,850	6.3	52.7	14,750
<b>OFFICE WORKERS</b>	<b>21,120</b>	<b>72.1</b>	<b>32.8</b>	<b>100,690</b>
Secretarial and general affairs office staff	8,010	27.3	34.3	41,840
Customer reception and information office staff	6,150	21.0	33.2	26,430
Logistics administrative management office staff	2,730	9.3	27.7	13,070
Economic, accounting and financial management office staff	1,840	6.3	36.6	9,280
<b>SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES</b>	<b>93,060</b>	<b>317.5</b>	<b>48.0</b>	<b>344,870</b>
Sales people	26,050	88.9	32.1	100,490
Catering business operators	52,600	179.5	54.6	173,790
Qualified professions in health and social services	4,750	16.2	55.4	23,030
Beauty treatment professionals	2,630	9.0	81.0	14,440
Skilled professions in personal services	3,390	11.6	40.9	18,420
Skilled professions in security, surveillance and safekeeping services	2,880	9.8	39.9	11,800
<b>SPECIALISED LABOURERS</b>	<b>46,960</b>	<b>160.2</b>	<b>61.5</b>	<b>223,490</b>
Specialised labourers in construction and building maintenance	11,220	38.3	60.2	63,550
Building finisher artisans and specialised labourers	8,450	28.8	72.8	35,980
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	4,190	14.3	71.1	20,680
Blacksmith ironworkers, tool makers and similar professions	2,530	8.6	70.1	13,020
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	6,350	21.7	62.8	30,070
Electrical and electronic equipment installation and maintenance artisans and specialised labourers	4,550	15.5	54.5	16,510
Artisans and specialised workers in food processing	3,060	10.4	36.2	11,690
Artisans and specialised workers in textile and clothing	1,670	5.7	57.4	7,330
<b>PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS</b>	<b>38,990</b>	<b>133.0</b>	<b>52.1</b>	<b>171,120</b>
Automatic and semi-automatic machinery workers for metal processing and for mineral products	2,720	9.3	62.4	12,900
Workers assigned to assembly of industrial products	3,120	10.7	49.4	14,270
Workers assigned to industrial product packaging machines	3,200	10.9	30.4	11,580
Workers assigned to stationary machinery for the food industry	3,150	10.7	25.7	8,730
Motor vehicle drivers	14,550	49.6	64.7	68,330
Operators of earthmoving, lifting and material handling machinery	5,560	19.0	48.7	22,420
<b>UNSKILLED PROFESSIONS</b>	<b>46,450</b>	<b>158.5</b>	<b>33.4</b>	<b>178,070</b>
Unskilled staff assigned to moving and delivery of goods	13,870	47.3	29.6	59,560
Unskilled cleaning service staff	25,690	87.7	33.7	89,010
Unskilled staff assigned to custodial services for buildings, equipment and goods	3,010	10.3	35.1	7,680
Unskilled staff assigned to manufacturing	1,730	5.9	41.0	7,360

\* 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

