



472 thousand hires expected by companies in October

Hiring slightly down compared to 2022 (-1.2%) mainly concentrated in personal services Recruiting difficulty stands at 51%

Rome, October 9 2023– There are approximately 472 thousand entries scheduled by companies for the month of October and 1.2 million for the October-December quarter, with a slight decrease compared to the previous year of 1.2% in the month and 1.4% in the quarter, confirming the slowdown affecting the global and European economy. The difficulty in finding staff reported by companies, now of a structural nature, concerns 51.0% of planned hirings. This scenario is outlined by the *Excelsior Information System Bulletin*, created by **Unioncamere** in collaboration with **Anpal**¹.

The industry plans around 150 thousand hires in October (+1.7% compared to last year) and 365 thousand for the October-December quarter (-1.4% on the year). The increase is due to the current demand in the construction sector with 56 thousand new contracts scheduled in the month and 132 thousand in the quarter (+6.3% and +1.1% compared to the same period of 2022). The manufacturing sectors, however, show a slight decline in the month (-0.9% compared to last year) which appears destined to worsen in the quarter (-2.8% compared to a year ago).

The slowdown in services is more marked, planning a total of 322 thousand hires in the month (-2.5% compared to October 2022) and 839 thousand in the quarter (-1.3% compared to the 2022 quarter). The forecasts for education and healthcare especially among personal services are decreasing (-12.5% compared to October 2022 and -11.9% in the October - December quarter). Commercial companies, however, report growing demand with 66 thousand hirings in October (+1.8% compared to 12 months ago) and 177 thousand hirings in the October-December quarter (+1.5% compared to the same period in 2022).

In October, the decline was recorded in all size ranges, with greater intensity in micro and medium-sized enterprises (-1.6% and -2.6% respectively), with the exception of those with over 250 departments. (+1.1%).

Fixed-term contracts are confirmed as the most proposed form of entry into the company with around 255 thousand units, equal to 54.0% of the total, followed by permanent contracts (99 thousand units, 21.0%), those on temporary contracts (51 thousand, 10.7%), other non-employee contracts (21 thousand, 4.4%), apprenticeship contracts (25 thousand; 5.4%), other employee contracts (13 thousand; 2.9%) and collaboration contracts (7 thousand; 1.6%).

Recruiting difficulty, which overall concerns 51.0% of personnel searches, reaches a peak of 66.3% for specialized workers and 53% for technical professions and for those qualified in commercial

¹ The October forecasts are based on interviews conducted on a sample of around 91 thousand companies. The interviews were conducted between September 1 2023 and September 18 2023.

activities. Excelsior's Professions List highlights among the most difficult figures to find, in particular, specialized workers involved in finishing constructions (around 76% are difficult to find), foundries, welders, tinsmiths, boilermakers, metal carpentry assemblers (71.8%), workers in catering activities (64.6%), technicians in the engineering field (64.1%).

The demand for foreign workers is also increasing with 99 thousand entries scheduled in the month (+11 thousand compared to the same period in 2022), equal to 21.0% of the total contracts.

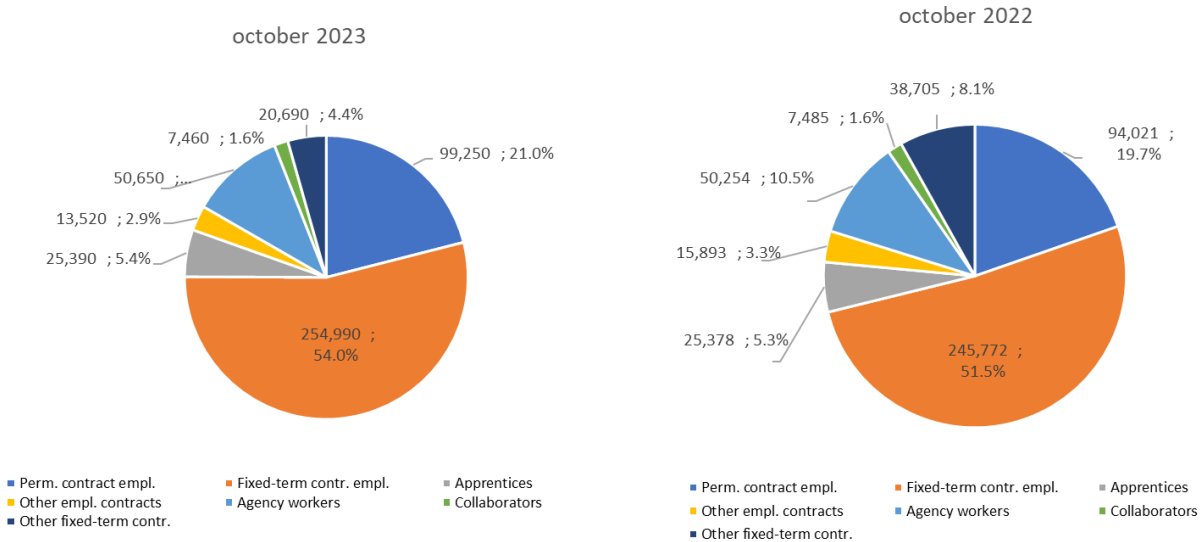
At a territorial level, the companies in the South and Islands division (with 119 thousand hirings in October) recorded negative data compared to a year ago (-8 thousand), while the forecasts for the month for the North West (147 thousand), North East are still positive (108 thousand) and Center (98 thousand).

INFLOW OF WORKERS FORECAST BY COMPANIES BASED ON BUSINESS SECTOR (a.v.; %)

October 2023		October - December 2023		Variation october 2023/2022		Variation oct - dec 23/ oct - dec 22	
149,850	INDUSTRY	364,900	1.7%	+2,530		-5,320	-1.4%
93,620	Manufacturing and PU	232,750	-0.9%	-820		-6,720	-2.8%
56,220	Construction	132,150	6.3%	+3,350		+1,400	1.1%
322,100	SERVICES	838,730	-2.5%	-8,100		-11,230	-1.3%
65,980	Commerce	177,330	1.8%	+1,160		+2,590	1.5%
69,350	Accommodation and catering services; tourist services	189,100	-0.8%	-590		+4,920	2.7%
123,570	Business services	323,330	0.3%	+390		+1,290	0.3%
63,190	Personal services	148,980	-12.5%	-9,060		-20,030	-11.9%
471,940	TOTAL	1,203,630	-1.2%	-5,570		-16,550	-1.4%

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

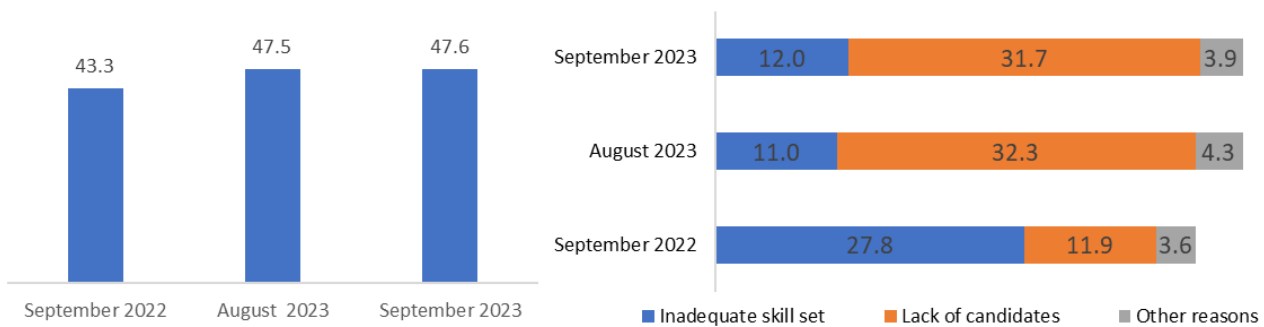
INFLOW OF WORKERS FORECAST BY COMPANIES BY COMPANY SIZE (a.v.; %)



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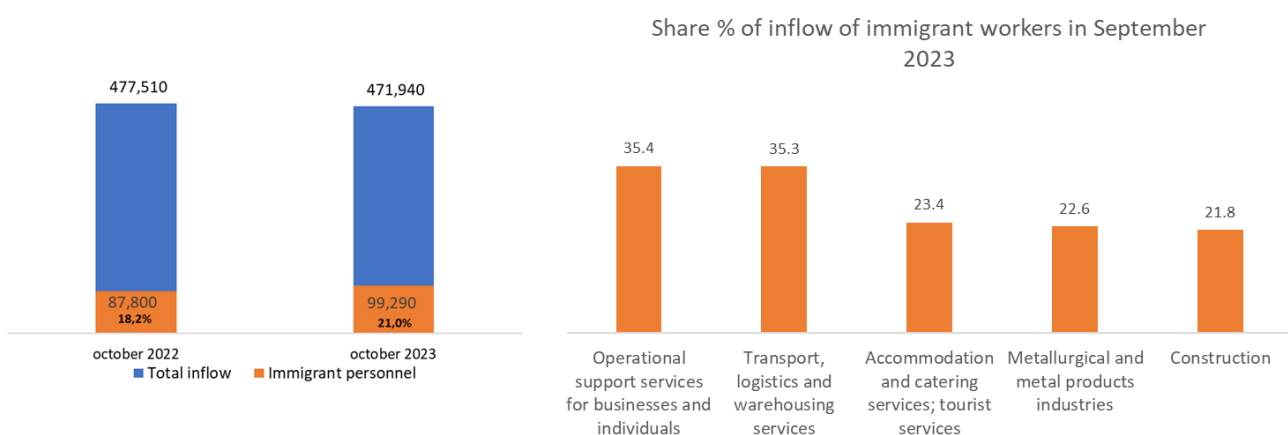
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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 OCTOBER 2023 *

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

	INFLOW FORECAST OCTOBER 2023	Distribut ion x 1000	Difficulty in recruiting (%)	INFLOW FORECAST October- December
INFLOW	471,940	1,000	51.0	1,203,630
MANAGERS	580	1.2	56.2	1,430
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	29,350	62.2	45.1	73,770
Engineers	4,160	8.8	59.6	12,130
Specialists in management, commercial and banking sciences	5,350	11.3	35.7	14,020
Primary and pre-primary school teachers	2,850	6.0	29.4	6,790
Other education and training specialists	3,560	7.5	41.0	6,930
TECHNICAL PROFESSIONS	61,260	129.8	52.7	155,050
IT, telematics and telecommunications technicians	7,990	16.9	52.2	21,330
Engineering technicians	5,790	12.3	64.1	15,260
Goods and services production processes management technicians	4,260	9.0	60.7	12,260
Health technicians	12,170	25.8	61.7	28,920
Technicians of the organisation and administration of production activities	6,020	12.8	55.2	14,160
Market relations technicians	10,790	22.9	48.9	28,020
Teachers in vocational training, instructors, coaches, athletes	2,870	6.1	40.4	6,320
IMPIEGATI	36,830	78.0	32.4	99,170
Secretarial and general affairs office staff	16,770	35.5	32.9	41,870
Customer reception and information office staff	8,570	18.2	30.3	24,750
Logistics administrative management office staff	4,250	9.0	30.1	11,940
Economic, accounting and financial management office staff	3,720	7.9	36.4	10,040
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	126,670	268.4	52.7	331,490
Sales people	39,660	84.0	34.9	113,690
Catering business operators	62,260	131.9	64.6	158,940
Qualified professions in health and social services	8,160	17.3	54.8	20,560
Beauty treatment professionals	6,560	13.9	62.0	12,720
Skilled professions in personal services	6,100	12.9	39.6	14,620
ARTISANS, SPECIALISED LABOURERS AND AGRICULTURALISTS	90,070	190.8	66.3	216,820
Specialised labourers in construction and building maintenance	24,170	51.2	58.4	53,150
Building finisher artisans and specialised labourers	15,250	32.3	75.9	38,500
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar	8,560	18.1	71.8	22,050
Blacksmith ironworkers, tool makers and similar professions	6,610	14.0	66.0	15,720
Artisan mechanics, fitters, repairers and maintenance technicians for stationary	12,250	26.0	66.9	29,770
Electrical and electronic equipment installation and maintenance artisans and	6,480	13.7	70.5	17,020
Artisans and specialised workers in food processing	3,790	8.0	69.0	9,540
Artisans and specialised workers in textile and clothing	3,170	6.7	70.9	6,890
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	64,450	136.6	50.2	156,480
Automatic and semi-automatic machinery workers for metal processing and for	4,670	9.9	68.7	10,870
Workers assigned to assembly of industrial products	5,800	12.3	49.7	14,300
Workers assigned to industrial product packaging machines	4,430	9.4	19.3	10,440
Motor vehicle drivers	24,510	51.9	55.5	59,160
Operators of earthmoving, lifting and material handling machinery	10,910	23.1	49.7	24,140
UNSKILLED PROFESSIONS	62,760	133.0	38.0	169,440
Unskilled staff assigned to moving and delivery of goods	22,940	48.6	29.5	57,840
Unskilled cleaning service staff	29,110	61.7	41.3	83,850
Unskilled staff assigned to construction	2,800	5.9	54.3	6,560
Unskilled staff assigned to manufacturing	3,100	6.6	39.4	8,490

*Sono qui presentate le professioni richieste per i principali gruppi professionali. La somma delle entrate per ciascun "gruppo esposto", pertanto, non corrisponde al totale.

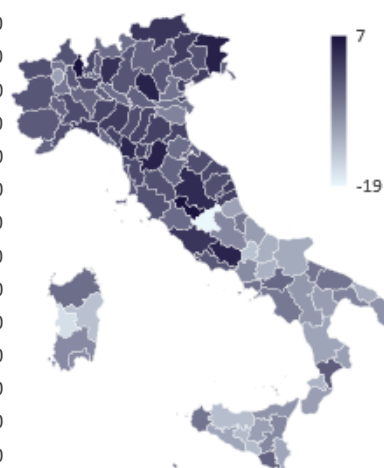
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

For more information:
348.9025607-331.6098963



THE INFLOW IN THE TERRITORIES IN THE MONTH OF OCTOBER 2023 AND IN THE PERIOD OCTOBER - DECEMBER 2023

	October 2023		October - December 2023	Variations (v.a.)		Variation % forecast inflow October 2023/2022
	Forecast inflow	% difficult to recruit	Forecast inflow	october 2023/2022	oct - dec 23/ oct - dec 22	
PIEMONTE	33,540	52.3	84,780	-400	-2,680	
VALLE D'AOSTA	990	56.1	5,970	--	-420	
LOMBARDIA	101,110	50.5	256,010	+890	-2,500	
LIGURIA	11,020	56.8	29,140	+90	+550	
TRENTINO ALTO ADIGE	9,450	61.9	42,680	+40	+120	
VENETO	45,620	56.6	115,950	+110	+2,290	
FRIULI VENEZIA GIULIA	10,130	56.1	25,510	+190	+510	
EMILIA ROMAGNA	43,240	53.6	108,180	+150	+1,820	
TOSCANA	29,970	55.6	75,200	+630	+2,250	
UMBRIA	5,650	57.0	14,460	+260	+580	
MARCHE	12,060	55.3	30,210	+100	+500	
LAZIO	50,330	43.0	127,180	+1,050	+2,380	
ABRUZZO	8,660	53.2	22,420	-700	-1,340	
MOLISE	1,560	50.0	3,790	-210	-440	
CAMPANIA	36,970	46.9	88,090	-1,870	-5,280	
PUGLIA	24,400	48.9	59,000	-1,710	-4,540	
BASILICATA	3,020	46.7	7,010	-280	-660	
CALABRIA	8,360	46.0	20,220	-720	-2,010	
SICILIA	26,130	44.8	63,730	-2,480	-5,450	
SARDEGNA	9,750	48.5	24,110	-710	-2,220	
NORD OVEST	146,670	51.4	375,900	+570	-5,050	
NORD EST	108,430	55.8	292,310	+490	+4,740	
CENTRO	98,010	49.2	247,050	+2,040	+5,700	
SUD E ISOLE	118,840	47.4	288,380	-8,670	-21,940	
ITALIA	471,940	51.0	1,203,630	-5,570	-16,550	



Source: Unioncamere - ANPAL, Excelsior Information System, 2023