



Press release

## **Labour: 505 thousand new hires expected in July, the difficulty in recruiting the figures sought grows (40.3%)**

**Most critical issues are seen in the metallurgy, wood-furniture, construction and IT services sectors**

Rome, 12 July 2022 – Companies have planned over 505 thousand new hires in July, reaching just under 1.3 million in the entire July-September trimester. The overall forecast highlights a negative trend both compared to June 2022 (-9.7%) and compared to July 2021 (-5.4%). However, if the new hires forecast for the entire July-September 2022 trimester are considered, the data basically shows the same levels as the July-September 2021 trimester (-0.1%). The difficulty in recruiting is still increasing and concerns 40.3% of new hires expected, about 10 points higher compared to July 2021.

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

Industry plans inflow of about 130 thousand in July (-1,390 new hires compared to June, -7 thousand compared to July 2021) and 349 thousand in the July-September trimester (+12.5 thousand compared to the same period of the previous year); in the services sector, companies plan to activate about 375 thousand employment contracts (down by 52 thousand units compared to a month ago) and just under 930 thousand forecast for the July-September trimester (-14 thousand compared to the same trimester in 2021). For what concerns the contracts offered, fixed-term contracts represent 58% of expected inflow, followed by permanent contracts (16%), agency worker contracts (10%) and apprenticeship contracts (5%). The other contract types regard the remaining 11% of planned inflow.

Among the manufacturing sectors, the analysis highlights higher flows of new hires in the food, beverage and tobacco industries (inflow of 21 thousand, over 8 thousand more compared to June) followed by the mechanical and electronics industries (inflow of 20 thousand) and the metallurgical and metal products industries (inflow of 16 thousand). 41 thousand new hires are expected in the construction sector, down compared to June (-10.5%), but up compared to twelve months ago (+4.2%).

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<sup>1</sup> The forecasts for July are based on interviews carried out on a sample of approximately 113,000 companies in the industry and in services with employees enrolled in the Business Register of the Chamber of Commerce. The interviews were conducted between 23 May and 08 June 2022.

Among the services, the most significant hiring flow in July is that of the tourism sector with about 121 thousand contracts to be activated, followed by commerce with 65 thousand new hires and personal services (64 thousand). Positive trends for IT and telecommunications services with 14 thousand new hires planned and for advanced business support services with 21 thousand new hires (respectively +5.2% and +7.7% if compared to the previous month).

There are about 204 thousand personnel searches for which companies declare difficulties in finding, confirming as the main cause the lack of candidates for the profiles sought.

Encountering the greatest challenges on the market are the metallurgy and metal products companies (about 56% of the profiles sought are difficult to recruit) followed by the wood-furniture industries (55%) and the ICT services and construction companies (both 54%).

Among the most difficult profiles to recruit, as shown in the Borsino Excelsior overview of professions, are goods and services production processes management technicians (65.3% are difficult to recruit), engineering technicians (57.0%), health technicians (56.4%), IT, telematics and telecommunications technicians (55.6%) and experts in mathematical, computer and scientific sciences (54.9%). Among the specialised labourers, the greatest difficulties are found for smelters and welders (65.7%), metal processing and mineral products machinery workers (63.9%), building finisher workers (60.1%) and electrical and electronic equipment installation and maintenance workers (59.8%).

At territorial level the companies in the North East that encountered the greatest recruiting difficulties (47.2% of the figures sought are difficult to recruit), followed by those in the North West (41.5%), Central (39.0%) and South and Islands (34.7%).

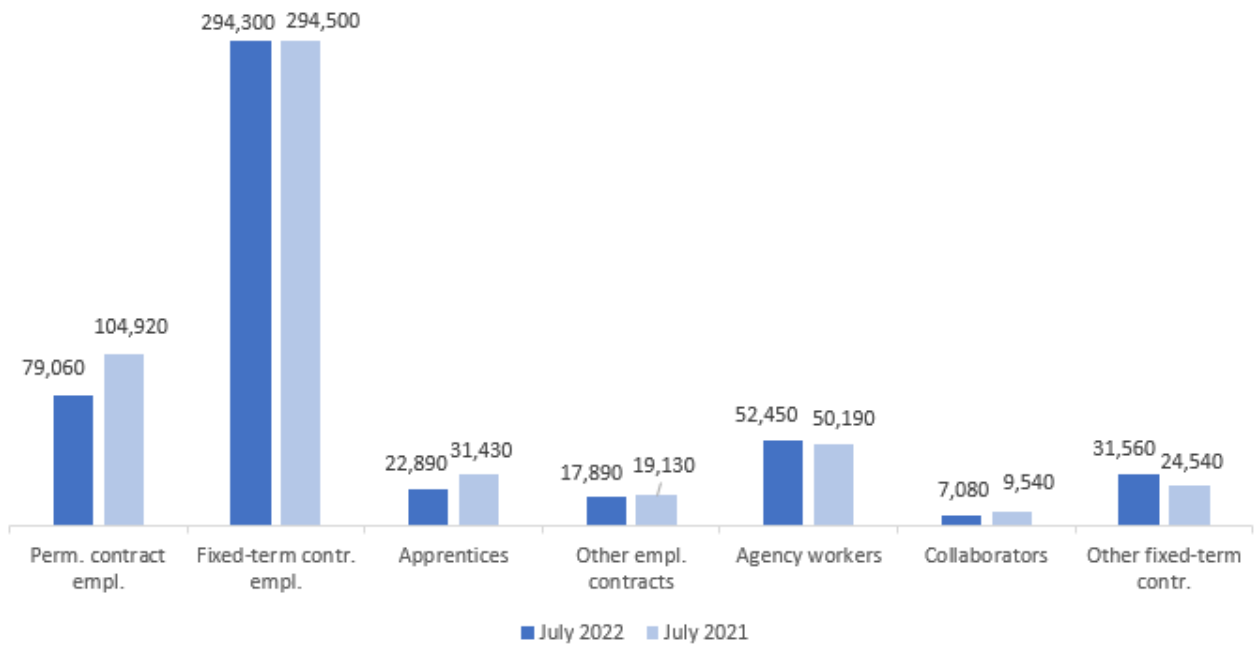
**INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR**

	Total inflow		Variation July - June 2022		Variation July 2022-July 2021		Variation Jul-Sep22/ Jul-Sep21	
	planned July 2022	planned Jul-Sep22	a.v.	%	a.v.	%	a.v.	%
<b>TOTAL</b>	<b>505,230</b>	<b>1,278,810</b>	<b>-54,130</b>	<b>-9.7</b>	<b>-29,030</b>	<b>-5.4</b>	<b>-1,650</b>	<b>-0.1</b>
<b>INDUSTRY</b>	<b>129,920</b>	<b>349,140</b>	<b>-1,390</b>	<b>-1.1</b>	<b>-6,870</b>	<b>-5.0</b>	<b>12,460</b>	<b>3.7</b>
<b><i>Manufacturing and PU</i></b>	<b>88,490</b>	<b>233,960</b>	<b>3,490</b>	<b>4.1</b>	<b>-8,540</b>	<b>-8.8</b>	<b>-17,830</b>	<b>-7.1</b>
Food, beverage and tobacco industries	21,440	47,930	8,350	63.8	-2,670	-11.1	-14,060	-22.7
Textile, clothing and footwear industries	7,000	20,220	-1,720	-19.8	-340	-4.6	-2,490	-11.0
Wood and furniture industries	4,210	12,290	-320	-7.0	750	21.6	2,580	26.6
Paper, paper transformation and printing industries	2,230	6,470	-180	-7.3	-730	-24.7	-310	-4.5
Chemical-pharmaceutical, plastic and rubber industries	7,670	21,380	-280	-3.5	-1,700	-18.2	1,580	8.0
Non-metallic mineral processing and mining industries	2,770	7,580	-340	-10.8	590	27.0	1,090	16.7
Metallurgical and metal products industries	15,870	44,770	-1,370	-7.9	20	0.1	690	1.6
Mechanical and electronics industries	20,050	55,600	-910	-4.3	-3,380	-14.4	-2,170	-3.7
Other industries	7,250	17,740	250	3.5	-1,080	-13.0	-4,730	-21.1
<b><i>Construction</i></b>	<b>41,430</b>	<b>115,180</b>	<b>-4,880</b>	<b>-10.5</b>	<b>1,670</b>	<b>4.2</b>	<b>30,290</b>	<b>35.7</b>
<b>SERVICES</b>	<b>375,310</b>	<b>929,660</b>	<b>-52,740</b>	<b>-12.3</b>	<b>-22,160</b>	<b>-5.6</b>	<b>-14,110</b>	<b>-1.5</b>
Commerce	65,710	159,560	-4,000	-5.7	11,480	21.2	21,060	15.2
Accommodation and catering services; tourist services	120,710	249,180	-36,660	-23.3	-34,670	-22.3	-53,170	-17.6
Transport, logistics and warehousing services	36,000	96,870	-1,000	-2.7	-6,720	-15.7	-15,680	-13.9
Media and communication services	4,780	12,060	-260	-5.2	-640	-11.9	-6,640	-35.5
IT and telecommunications services	13,550	35,510	670	5.2	920	7.3	2,780	8.5
Advanced business support services	21,290	53,660	1,520	7.7	20	0.1	-17,220	-24.3
Financial and insurance services	4,680	11,290	-1,430	-23.4	1,290	38.0	3040	36.8
Operational support services for businesses and individuals	44,640	111,070	-1,630	-3.5	-930	-2.0	2,430	2.2
Personal services	63,940	200,470	-9,940	-13.5	7,100	12.5	49,290	32.6

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

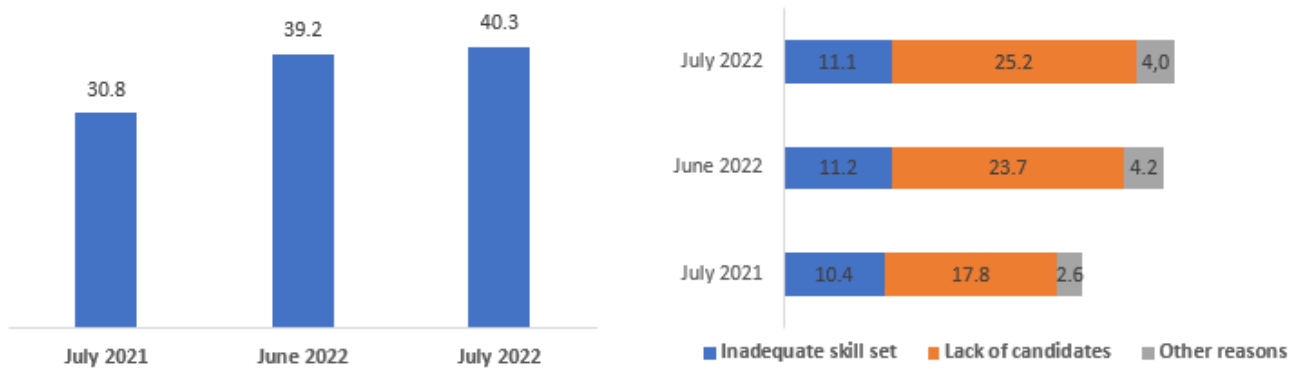
Source: Unioncamere - ANPAL, Excelsior Information System, 2022

### 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 JULY 2022 \***

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

	INFLOW FORECAST FOR JULY 2022	Distribution x 1000	Difficulty in recruiting (%)	INFLOW/ FORECAST FOR July -
<b>INFLOW</b>	<b>505,230</b>	<b>1,000</b>	<b>40.3</b>	<b>1,278,810</b>
<b>MANAGERS</b>	<b>1,400</b>	<b>2.8</b>	<b>74.7</b>	<b>3,340</b>
<b>INTELLECTUAL, SCIENTIFIC AND HIGHLY-SPECIALISED PROFESSIONS</b>	<b>27,940</b>	<b>55.3</b>	<b>45.8</b>	<b>91,560</b>
Experts in mathematical, computer, chemistry, physical and natural sciences	5,670	11.2	54.9	14,860
Engineers and similar professions	6,790	13.4	45.4	17,070
Specialists in management, commercial and banking sciences	5,080	10.1	33.0	13,370
<b>TECHNICAL PROFESSIONS</b>	<b>58,860</b>	<b>116.5</b>	<b>48.2</b>	<b>173,030</b>
IT, telematics and telecommunications technicians	8,630	17.1	55.6	23,180
Engineering technicians	5,320	10.5	57.0	14,920
Goods and services production processes management technicians	4,500	8.9	65.3	11,450
Health technicians	10,860	21.5	56.4	36,390
Technicians of the organisation and administration of production activities	4,590	9.1	38.7	12,950
Financial and insurance activities technicians	2,410	4.8	30.8	5,500
Market relations technicians	10,260	20.3	42.1	28,250
Commercial distribution technicians and similar professions	3,390	6.7	52.3	10,100
Teachers in vocational training, instructors, coaches, athletes and similar professions	3,020	6.0	28.9	13,100
<b>OFFICE WORKERS</b>	<b>38,430</b>	<b>76.1</b>	<b>28.5</b>	<b>97,050</b>
Secretarial and general affairs office staff	15,610	30.9	31.7	43,060
Customer reception and information office staff	14,230	28.2	26.3	30,280
Logistics administrative management office staff	3,380	6.7	27.5	9,070
Economic, accounting and financial management office staff	2,390	4.7	33.9	7,890
<b>SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES</b>	<b>166,420</b>	<b>329.4</b>	<b>37.5</b>	<b>371,090</b>
Sales people	43,470	86.0	27.0	100,750
Catering business operators	95,550	189.1	43.5	201,200
Qualified professions in health and social services	9,080	18.0	44.0	26,110
Beauty treatment professionals	4,820	9.5	42.2	10,870
Skilled professions in personal and similar services	5,010	9.9	29.7	15,920
Skilled professions in cultural, safety, surveillance and safekeeping services	6,890	13.6	20.5	12,480
<b>SPECIALISED LABOURERS</b>	<b>69,560</b>	<b>137.7</b>	<b>55.4</b>	<b>183,800</b>
Artisans and specialised labourers in construction and building maintenance	17,110	33.9	54.1	44,840
Building finisher artisans and specialised labourers	11,380	22.5	60.1	32,930
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	5,730	11.3	65.7	17,610
Blacksmith ironworkers, tool makers and similar professions	2,860	5.7	57.8	8,380
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	9,520	18.8	58.8	25,110
Electrical and electronic equipment installation and maintenance artisans and specialised labourers.	5,750	11.4	59.8	14,400
Artisans and specialised workers in food processing	6,430	12.7	48.7	12,340
Textiles and clothing artisans and specialised workers	2,870	5.7	48.1	6,590
<b>PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS</b>	<b>64,510</b>	<b>127.7</b>	<b>43.7</b>	<b>172,440</b>
Automatic and semi-automatic machinery workers for metal processing and for mineral products	4,740	9.4	63.9	11,660
Operators of machinery for the manufacture of rubber items and plastic materials	2,200	4.3	38.5	5,840
Workers assigned to machinery in the industry of textiles, garments and similar	2,640	5.2	55.3	7,240
Workers assigned to assembly of industrial products	5,240	10.4	44.8	13,920
Workers assigned to industrial product packaging machines	4,770	9.4	21.4	12,970
Workers assigned to stationary machinery for the food industry	5,350	10.6	38.2	12,860
Motor vehicle drivers	26,280	52.0	49.5	70,900
Operators of earthmoving, lifting and material handling machinery	7,820	15.5	31.2	21,440
<b>UNSKILLED PROFESSIONS</b>	<b>78,090</b>	<b>154.6</b>	<b>27.0</b>	<b>186,510</b>
Unskilled staff assigned to moving and delivery of goods	19,360	38.3	25.2	50,470
Unskilled cleaning service staff	47,130	93.3	28.2	107,170
Unskilled staff assigned to custodial services for buildings, equipment and goods	4,320	8.5	17.7	7,820

\*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 JULY 2022 AND DURING THE PERIOD OF JULY - SEPTEMBER 2022

	July 2022		July - September 2022	Variations (a.v.)		% variation forecasted inflow July 2022/2021
	Forecasted inflow	% difficult to recruit	Forecasted inflow	July 2022/2021	July - September 2022/2021	
PIEMONTE	30,990	44.1	86,950	-2,890	+1,590	
VALLE D'AOSTA	2,300	50.7	4,280	-560	-570	
LOMBARDIA	83,710	40.8	244,730	-9,520	-1,840	
LIGURIA	13,910	38.8	33,990	-1,430	-440	
TRENTINO ALTO ADIGE	21,210	51.3	42,000	+60	+630	
VENETO	46,000	46.5	123,090	-160	+2,990	
FRIULI VENEZIA GIULIA	10,460	46.5	26,870	-1,010	-980	
EMILIA ROMAGNA	42,840	46.2	114,150	-2,980	-2,260	
TOSCANA	30,970	42.0	77,420	-2,830	-2,470	
UMBRIA	5,660	47.4	15,160	+20	+510	
MARCHE	13,310	40.7	32,880	-1,040	-170	
LAZIO	46,980	35.5	119,530	-4,400	-10,460	
ABRUZZO	12,670	37.6	29,560	+170	+1,970	
MOLISE	2,250	38.6	5,240	+170	+760	
CAMPANIA	39,600	33.7	97,230	-1,430	+400	
PUGLIA	31,780	31.7	72,470	+470	+2,840	
BASILICATA	4,290	37.9	10,490	-20	+760	
CALABRIA	15,040	35.6	29,050	-530	-170	
SICILIA	30,400	34.7	73,850	-560	+4,390	
SARDEGNA	20,860	37.6	39,870	-550	+870	
<b>NORTH WEST</b>	<b>130,910</b>	<b>41.5</b>	<b>369,950</b>	<b>-14,410</b>	<b>-1,260</b>	
<b>NORTH EAST</b>	<b>120,510</b>	<b>47.2</b>	<b>306,110</b>	<b>-4,090</b>	<b>+380</b>	
<b>CENTRAL</b>	<b>96,920</b>	<b>39.0</b>	<b>244,990</b>	<b>-8,240</b>	<b>-12,590</b>	
<b>SOUTH AND ISLANDS</b>	<b>156,890</b>	<b>34.7</b>	<b>357,760</b>	<b>-2,290</b>	<b>+11,820</b>	
<b>ITALY</b>	<b>505,230</b>	<b>40.3</b>	<b>1,278,810</b>	<b>-29,030</b>	<b>-1,650</b>	

Source: Unioncamere - ANPAL, Excelsior Information System, 2022