



Press release

430 thousand hires expected by companies in November +48 thousand compared to a year ago (+12.6%). The forecasts are positive especially for tourism and trade

Rome, 13 November 2023 – There are 430 thousand hirings expected by companies for the month of November and 1.3 million for the November-January quarter, with an increase compared to last year of +12.6% (+48 thousand hirings) in the month and +8.4% (+101 thousand hires) in the quarter. The dynamics of tourism were especially positive with 66 thousand entries in the month (+14 thousand compared to 12 months ago; +28.3%) and of trade, with 68 thousand hirings in November (+8 thousand; +13.2%). This scenario is outlined by the *Excelsior Information System Bulletin*, created by **Unioncamere** in collaboration with **Anpal**¹.

In November, the services reported 299 thousand hirings in the month (+14.3% compared to 12 months ago) and 900 thousand in the November-January quarter (+9.3% compared to the same quarter in 2022). Keeping the demand for work high, in addition to tourism and trade, are personal services with 50 thousand hirings in the month (+5 thousand; +10.4% compared to a year ago). The dynamics of the industry as a whole is more limited, as it plans 131 thousand hires in the month and 400 thousand for the November-January quarter, with a year-on-year increase of +8.8% and 6.4% respectively, supported above all by mechatronics, with 23 thousand workers sought after (+3 thousand, +13.2%), and the fashion system, with 11 thousand entries (+3 thousand, +28.5%). Construction is also holding up well, with 45 thousand entries planned for the month (+4 thousand; +10.7% compared to November 2022).

Fixed-term contracts are the most proposed form with around 228 thousand units, equal to 52.9% of the total, followed by permanent contracts (93 thousand units, 21.7%). Compared to November 2022, this month's data show (in percentage terms) an increase in permanent contracts. In November 2023 they represent 21.7% while last year they were 20.2%. Still in percentage terms, fixed-term contracts increased slightly, going from 52.6% in November 2022 to 52.9%. Even compared to October 2023, Excelsior recorded an increase in permanent contracts (last October equal to 21% of expected revenue) and a decrease in fixed-term contracts (last month equal to 54%).

The mismatch between job supply and demand remains high, affecting 48.5% of hirings, which is equivalent to approximately 209 thousand profiles out of the 430 thousand sought, especially due to the lack of candidates. This indicator on the difficulty of finding staff in November is slightly lower than the previous month (51.0% in October), but still up by 2 percentage points compared to a year ago. Excelsior's Professions Marketplace

¹ The November forecasts are based on interviews conducted on a sample of around 101 thousand companies. The interviews were conducted between September 25 2023 and October 10 2023.

lists among the almost unobtainable professional figures the specialized textile and clothing workers (80.8% of the profiles sought are difficult to find), the specialized workers involved in finishing constructions (74.5 %), foundries, welders, tinsmiths, boilermakers, metal carpentry assemblers (71.9%) and blacksmiths, tool builders (70.8%).

The demand for immigrant workers increases more than average (+21.1%, +15 thousand compared to the same period in 2022), involving 88 thousand contracts scheduled in the month, equal to 20.5% of total revenue. The sectors that intend to make greater use of foreign labor are transport, logistics and warehousing services (33.7% of scheduled entries should be covered by immigrant personnel), operational support services for businesses and people (31.2%) , accommodation and food services (23.1%), metallurgy (22.7%) and construction (21.8%).

The companies in the North West present the greatest job opportunities (136 thousand entries in the month and 418 thousand in the quarter), followed by the South and Islands (108 thousand and 315 thousand respectively), the North East (96 thousand and 302 thousand) and the Center (89 thousand and 268 thousand). At a regional level, the positive prospects for tourism lead to growing hiring forecasts for the November-January quarter for Lazio (+20,750 compared to the same quarter of the previous year), followed by Lombardy (+19,980), Campania (15,680) and Tuscany (+10,880).

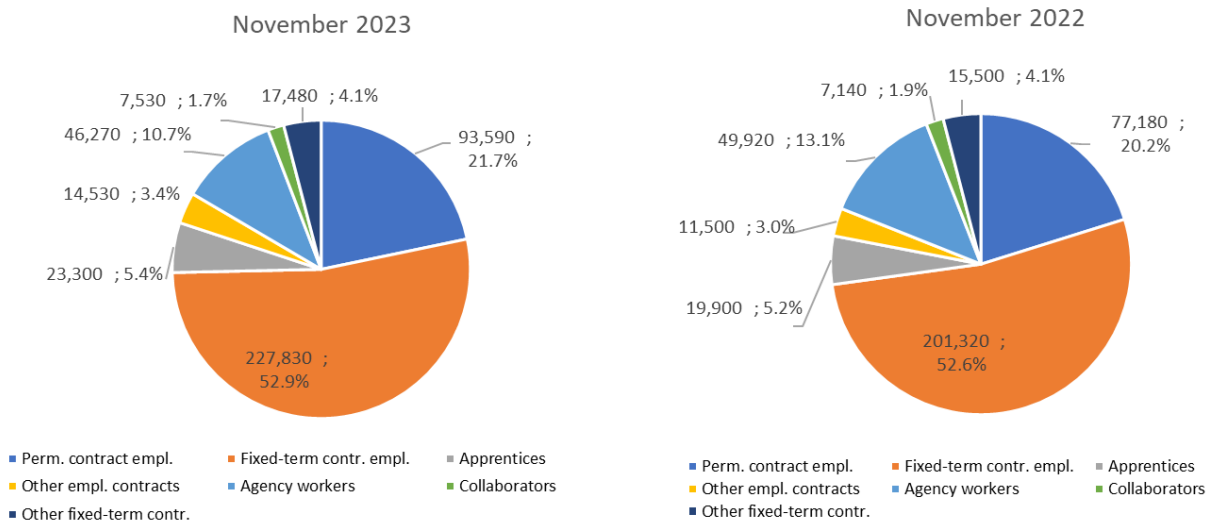
INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR

	Total inflow		Variation November 2023- November 2019		Variation November 2023- November 2022		Variatio Nov23- Jan24/Nov22- Jan23	
	Planned November 2023	Planned Nov-Jan24	v.a.	%	v.a.	%	v.a.	%
	TOTAL	430,520	1,302,620	81,810	23.5	48,070	12.6	100,740
INDUSTRY	131,450	400,030	28,940	28.2	10,650	8.8	24,100	6.4
<i>Manufacturing and PU</i>	86,220	272,710	16,640	23.9	6,260	7.8	14,150	5.5
Food, beverage and tobacco industries	11,620	34,110	1,480	14.6	-80	-0.7	-400	-1.2
Textile, clothing and footwear industries	11,350	33,130	670	6.2	2,520	28.5	7,070	27.1
Wood and furniture industries	4,030	12,570	1,260	45.7	-450	-10.1	-1,210	-8.8
Paper, paper transformation and printing industries	2,840	9,050	1,110	63.6	520	22.5	1,140	14.5
Chemical-pharmaceutical, plastic and rubber industries	7,150	24,230	1,580	28.4	-490	-6.5	-2,300	-8.7
Non-metallic mineral processing and mining industries	2,930	9,140	810	38.5	200	7.3	420	4.9
Metallurgical and metal products industries	16,610	53,580	2,170	15.1	510	3.2	160	0.3
Mechanical and electronics industries	22,990	75,640	6,040	35.6	2,680	13.2	6,920	10.1
Other industries	6,710	21,250	1,520	29.2	860	14.6	2,340	12.4
<i>Construction</i>	45,230	127,320	12,300	37.3	4,390	10.7	9,950	8.5
SERVICES	299,070	902,600	52,870	21.5	37,420	14.3	76,640	9.3
Commerce	68,210	191,830	10,690	18.6	7,930	13.2	25,030	15.0
Accommodation and catering services; tourist services	66,120	194,810	17,120	34.9	14,590	28.3	17,410	9.8
Transport, logistics and warehousing services	36,930	105,260	6,260	20.4	2,090	6.0	2,670	2.6
Media and communication services	6,260	16,200	1,940	44.9	1,320	26.8	3,900	31.8
IT and telecommunications services	12,380	41,660	2,360	23.6	1,140	10.1	2,590	6.6
Advanced business support services	20,720	70,970	2,540	13.9	2,740	15.2	9,200	14.9
Financial and insurance services	4,140	14,240	840	25.4	550	15.3	900	6.7
Operational support services for businesses and individuals	34,020	108,240	2,850	9.1	2,310	7.3	4,810	4.7
Personal services	50,300	159,390	8,270	19.7	4,740	10.4	10,120	6.8

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

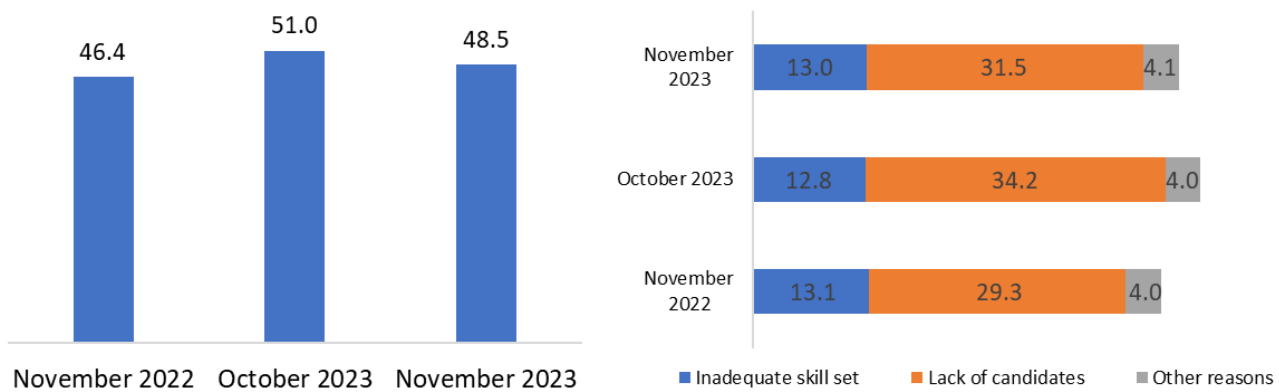
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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



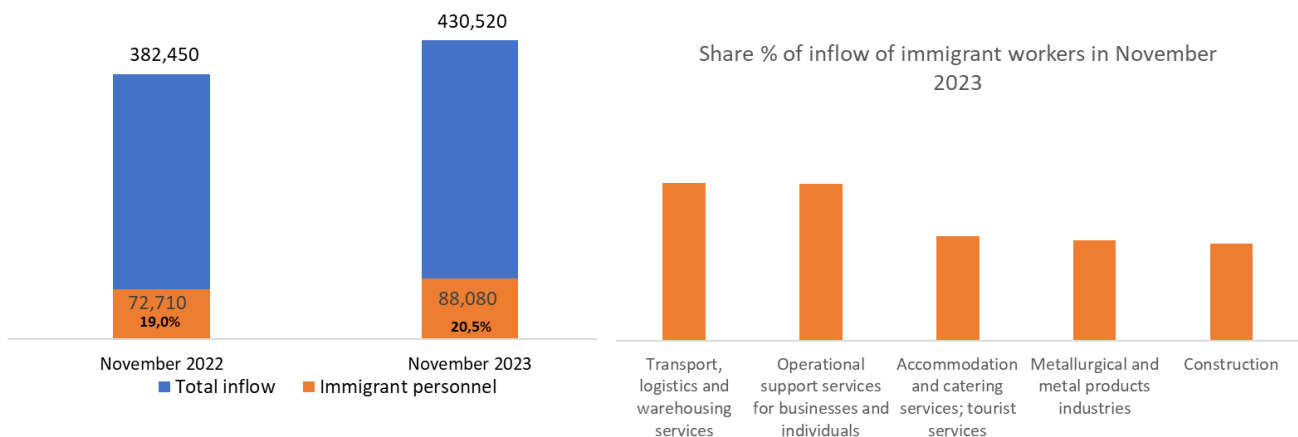
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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)

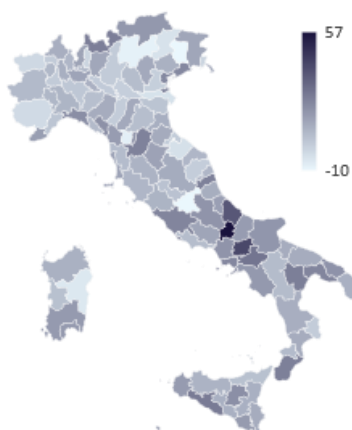
	INFLOW FORECAST NOVEMBER 2023	Distribut ion x 1000	Difficulty in recruiting (%)	INFLOW FORECAST November- January 2024
ENTRATE	430,520	1,000	48.5	1,302,620
MANAGERS	960	2.2	60.8	3,480
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	24,900	57.8	45.0	88,530
Engineers	3,940	9.2	57.5	15,600
Specialists 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	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	10,180	23.7	69.4	30,870
Electrical and electronic equipment installation and maintenance artisans and	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	3,990	9.3	77.4	12,670
Workers assigned to machinery in the industry of textiles, garments and simila	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 an 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

THE INFLOW IN THE TERRITORIES IN THE MONTH OF NOVEMBER 2023 E NEL PERIODO NOVEMBER 2023 - JANUARY 2024

	November 2023		November 2023 - January 2024	Variation (a.v.)		Variation % forecast inflow november 2023/2022
	Previsione entrate	% di difficile reperimento	Previsione entrate	november 2023/2022	nov 23 - jan 24/ nov 22 - jan 23	
PIEMONTE	29,610	50.1	92,950	+1,960	+2,560	
VALLE D'AOSTA	1,900	47.9	7,060	-20	+430	
LOMBARDIA	94,360	48.6	286,660	+9,290	+19,980	
LIGURIA	10,370	52.1	31,330	+1,420	+2,620	
TRENTINO ALTO ADIC	10,600	60.3	45,900	+480	+1,230	
VENETO	39,540	55.6	118,700	+3,300	+4,980	
FRIULI VENEZIA GIUL	8,370	55.1	25,150	+430	+190	
EMILIA ROMAGNA	37,630	52.7	112,200	+2,850	+2,880	
TOSCANA	27,060	54.6	82,440	+3,700	+10,880	
UMBRIA	4,900	57.0	15,000	+470	+700	
MARCHE	10,320	53.5	31,230	+620	+820	
LAZIO	47,320	41.1	139,190	+8,080	+20,750	
ABRUZZO	8,760	52.4	27,640	+1,520	+3,640	
MOLISE	1,520	46.7	4,510	--	+640	
CAMPANIA	34,880	41.1	99,500	+6,320	+15,680	
PUGLIA	21,200	39.8	61,780	+2,660	+3,860	
BASILICATA	2,610	44.9	7,850	+310	+340	
CALABRIA	7,570	42.6	21,360	+900	+2,210	
SICILIA	23,110	40.9	66,010	+2,490	+4,870	
SARDEGNA	8,890	50.4	26,170	+970	+1,480	
NORD OVEST	136,240	49.2	417,990	+12,650	+25,600	
NORD EST	96,150	55.0	301,950	+7,060	+9,280	
CENTRO	89,590	47.5	267,870	+12,870	+33,140	
SUD E ISOLE	108,530	42.8	314,810	+15,490	+32,720	
ITALIA	430,520	48.5	1,302,620	+48,070	+100,740	



Source: Unioncamere - ANPAL, Excelsior Information System, 2023