



Press release

Labour: 382 thousand new hires forecast by companies in November **The difficulty in recruiting that concerns 46.4% of the required profiles is not retrogressing. Seeking them on the market requires almost 4 months**

Roma, 14 November 2022 – 382 thousand new hires are forecast by companies for the month of November and 1.2 million for the November-January trimester. The levels of demand for labour by companies remain higher than those recorded in the same period prior to Covid (+33 thousand compared to November 2019, +95 thousand compared to the trimester), more easily comparable to the current context, influenced by geopolitical uncertainties and dynamics linked to inflation. In fact, the decline recorded this month compared to the same period in 2021 (-82 thousand) reflects the “rebound” effect experienced last year which led to a 6.7% increase in the GDP.

The difficulty in recruiting that concerns 46.4% of the profiles sought, a value about 8 per cent higher than a year ago, is still growing. The Excelsior Information System bulletin, created by Unioncamere and Anpal¹, outlines this scenario.

The industry plans 121,000 new hires in November: the greatest opportunities are found in mechatronics (inflow of 20 thousand) and metallurgy (16 thousand), as well as in construction (40 thousand). Commerce (inflow of 60 thousand), tourism (51 thousand) and personal services (45 thousand) concentrate 60% of the expected inflow in services (262 thousand workers in the month).

The Borsino Excelsior overview of professions for November highlights the requirement for 10 thousand Market relations technicians, 9 thousand Health technicians, 7 thousand IT, telematics and communications technicians and 5 thousand Engineers among the high skills, 41 thousand Catering operators, 36 thousand Sales people, 25 thousand Motor vehicle drivers, 15 thousand Specialised labourers in construction and maintenance of structures among the low skills professions.

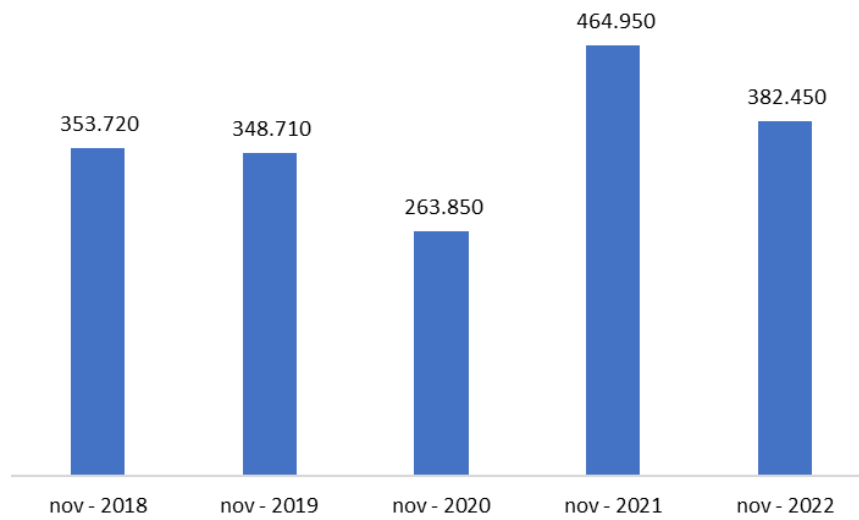
There is further growth in the mismatch between job supply and demand concerning 46.4% of new hires, equivalent to over 177 thousand profiles of the 382 thousand sought. On average, it takes 3.9 months to find difficult-to-recruit candidates on the market. For Life sciences specialists (difficult to recruit in 77.5% of cases) peaks of 7.5 months are recorded, 5.7 months are necessary for Production processes management technicians (relative difficulty of 65.6%), 5.4 months for Smelters, welders, metal structure fitters (69.5%) and for Artisans and specialised labourers in construction (66.7%) and 5.2 months for Engineering technicians (65.6%).

At territorial level, an inflow of 124 thousand is expected by companies in the North West, followed by companies in the South and islands (93 thousand), companies in the North East (89 thousand, the area showing the greatest difficulty in recruiting, equal to 51.9%) and the companies in the Central area (77 thousand).

201 thousand fixed-term contracts are proposed, equal to 52.6% of the total, a decrease compared to November 2021 (55.1%). This is followed by permanent contracts (77 thousand, 20.2%), agency worker contracts (50 thousand, 13.1%), apprenticeship contracts (20 thousand, 5.2%), other non-employee contracts (16 thousand, 4.1%), other forms of employee contract (12 thousand, 3.0%) and collaboration contracts (7 thousand, 1.9%).

¹ The November forecasts are based on interviews conducted on a sample of 87,000 companies. The interviews were obtained between 26 September and 11 October 2022.

INFLOW OF WORKERS FORECAST BY COMPANIES IN THE MONTH OF NOVEMBER FROM 2018 TO 2022



Source: Unioncamere - ANPAL, Excelsior Information System, 2022

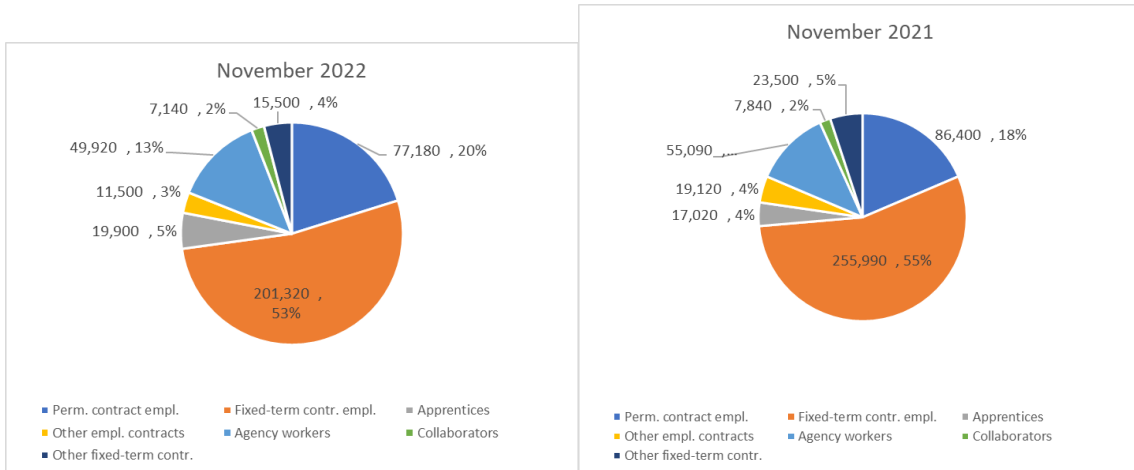
INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR

	Total inflow		Variation November - October 2022		Variation November 2022 - November 2021		Variation November 2022 - November 2019		Variation Nov22-Jan23/ Nov21- Jan22	
	planned November 2022	planned Nov22/Jan23	a.v.	%	a.v.	%	a.v.	%	a.v.	%
TOTAL	382,450	1,201,890	-95,050	-19.9	-82,490	-17.7	33,740	9.7	-290,710	-19.5
INDUSTRY	120,810	375,930	-26,500	-18.0	-45,790	-27.5	18,290	17.8	-158,260	-29.6
Manufacturing and PU	79,960	258,560	-14,480	-15.3	-29,300	-26.8	10,370	14.9	-102,060	-28.3
of which										
<i>Metallurgical and metal products industries</i>	16,090	53,430	-2,790	-14.8	-14,150	-46.8	1,660	11.5	-38,180	-41.7
<i>Mechanical and electronics industries</i>	20,310	68,720	-4,200	-17.1	-8,130	-28.6	3,360	19.8	-23,680	-25.6
Construction	40,850	117,370	-12,020	-22.7	-16,490	-28.8	7,910	24.0	-56,200	-32.4
SERVICES	261,650	825,960	-68,550	-20.8	-36,710	-12.3	15,450	6.3	-132,450	-13.8
of which										
<i>Commerce</i>	60,280	166,800	-4,540	-7.0	3,260	5.7	2,760	4.8	-13,820	-7.7
<i>Accommodation and catering services; tourist services</i>	51,530	177,410	-18,410	-26.3	-1,050	-2.0	2,530	5.2	-2,820	-1.6
<i>Personal services</i>	45,550	149,280	-26,700	-37.0	-3,670	-7.5	3,530	8.4	-3,630	-2.4

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

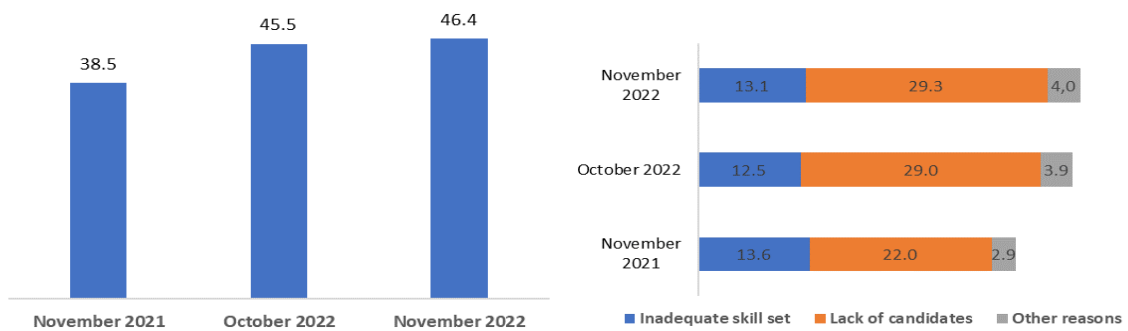
Source: Unioncamere - ANPAL, Excelsior Information System, 2022

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 NOVEMBER 2022 *

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

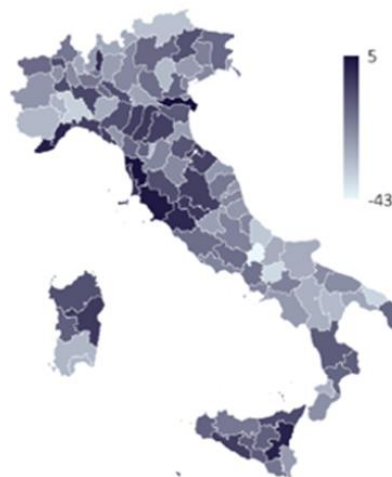
	EXPECTED INFLOW NOVEMBER 2022	Distribu tion x 1000	Difficulty in recruiting (%)	EXPECTED INFLOW november 2022 - january 2023
INFLOW	382,450	1,000	46.4	1,201,890
MANAGERS	1,240	3.2	74.4	4,460
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	23,570	61.6	49.5	84,950
Experts in mathematical, computer, chemistry, physical and natural sciences	4,470	11.7	51.6	16,290
Engineers and similar professions	4,800	12.6	55.7	19,330
Life sciences specialists	2,120	5.5	77.5	6,000
Specialists in management, commercial and banking sciences	4,060	10.6	41.7	15,190
TECHNICAL PROFESSIONS	51,540	134.8	51.1	177,270
IT, telematics and telecommunications technicians	6,920	18.1	54.8	25,040
Engineering technicians	5,700	14.9	63.3	18,080
Goods and services production processes management technicians	3,310	8.7	65.6	11,610
Health technicians	9,210	24.1	63.5	31,990
Technicians of the organisation and administration of production activities	4,610	12.0	40.2	16,290
Market relations technicians	10,330	27.0	44.4	32,110
Commercial distribution technicians and similar professions	2,390	6.2	53.7	10,290
Teachers in vocational training, instructors, coaches, athletes and similar professions	2,310	6.0	39.7	8,900
OFFICE WORKERS	32,930	86.1	29.4	105,550
Secretarial and general affairs office staff	13,940	36.4	31.8	45,010
Counter and money transactions office staff	2,070	5.4	13.0	5,730
Customer reception and information office staff	8,960	23.4	28.2	30,210
Logistics administrative management office staff	3,790	9.9	34.4	11,440
Economic, accounting and financial management office staff	3,100	8.1	31.1	9,670
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	97,240	254.3	44.5	291,290
Sales people	36,490	95.4	27.9	97,020
Catering business operators	41,750	109.2	62.2	137,630
Qualified professions in health and social services	7,240	18.9	44.7	22,310
Beauty treatment professionals	4,540	11.9	44.1	12,220
Skilled professions in personal and similar services	3,370	8.8	32.6	11,740
Skilled professions in cultural, safety, surveillance and safekeeping services	2,620	6.8	19.5	6,980
SPECIALISED LABOURERS	63,650	166.4	62.5	190,930
Artisans and specialised labourers in construction and building maintenance	15,410	40.3	59.6	40,880
Building finisher artisans and specialised labourers	11,630	30.4	66.7	34,520
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	6,300	16.5	69.5	19,940
Blacksmith ironworkers, tool makers and similar professions	4,510	11.8	63.6	13,960
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	8,690	22.7	67.1	27,930
Electrical and electronic equipment installation and maintenance artisans and specialised labourers.	5,140	13.4	63.0	17,650
Artisans and specialised workers in food processing	2,950	7.7	56.1	9,430
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	60,350	157.8	48.9	178,330
Automatic and semi-automatic machinery workers for metal processing and for mineral products	3,590	9.4	60.0	12,600
Operators of machinery for the manufacture of rubber items and plastic materials	2,060	5.4	60.3	7,410
Workers assigned to machinery in the industry of textiles, garments and similar	3,250	8.5	57.7	8,830
Workers assigned to assembly of industrial products	4,510	11.8	45.1	14,320
Workers assigned to industrial product packaging machines	4,550	11.9	34.8	13,070
Motor vehicle drivers	25,600	66.9	52.9	73,330
Operators of earthmoving, lifting and material handling machinery	8,930	23.3	39.1	23,200
UNSKILLED PROFESSIONS	51,940	135.8	31.6	169,120
Unskilled staff assigned to moving an delivery of goods	17,230	45.0	31.8	51,390
Unskilled cleaning service staff	26,570	69.5	29.5	93,120

* 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 NOVEMBER 2022
AND DURING THE PERIOD OF NOVEMBER 2022 - JANUARY 2023**

	November 2022		November 2022 - January 2023	Variations (a.v.)		% Variation forecasted inflow November 2022/2021
	Forecasted inflow	% difficult to recruit	Forecasted inflow	November 2022/2021	Variation Nov 22 - Jan 23 / Nov 21 - Jan 22	
PIEMONTE	27,660	46.5	90,390	-9,130	-17,190	
VALLE D'AOSTA	1,920	56.7	6,630	-320	+460	
LOMBARDIA	85,070	46.0	266,670	-19,230	-63,840	
LIGURIA	8,950	48.3	28,710	-360	-5,130	
TRENTINO ALTO ADIGE	10,130	52.8	44,670	-3,190	-7,340	
VENETO	36,240	51.6	113,720	-8,680	-35,610	
FRIULI VENEZIA GIULIA	7,940	54.8	24,960	-1,640	-8,610	
EMILIA ROMAGNA	34,780	51.4	109,320	-3,660	-19,190	
TOSCANA	23,360	52.8	71,560	-4,270	-21,360	
UMBRIA	4,430	52.9	14,310	-210	-2,300	
MARCHE	9,700	49.5	30,410	-2,080	-8,600	
LAZIO	39,240	38.8	118,450	-7,000	-30,920	
ABRUZZO	7,240	46.6	24,010	-2,410	-8,500	
MOLISE	1,200	41.1	3,870	-580	-1,890	
CAMPANIA	28,560	42.2	83,820	-7,420	-22,170	
PUGLIA	18,540	40.9	57,910	-5,500	-14,820	
BASILICATA	2,300	43.8	7,510	-960	-2,540	
CALABRIA	6,660	42.4	19,150	-1,260	-3,810	
SICILIA	20,620	40.6	61,140	-2,530	-10,930	
SARDEGNA	7,920	44.7	24,690	-2,070	-6,410	
NORTH WEST	123,590	46.5	392,400	-29,030	-85,710	
NORTH EAST	89,090	51.9	292,680	-17,160	-70,740	
CENTRAL	76,730	45.2	234,730	-13,570	-63,190	
SOUTH AND ISLANDS	93,050	42.2	282,090	-22,730	-71,080	
ITALY	382,450	46.4	1,201,890	-82,490	-290,710	



Source: Unioncamere - ANPAL, Excelsior Information System, 2022