



## Labour: 408 thousand hirings expected by companies in February

**The forecasts are positive for trade, tourism, personal services and construction; manufacturing is declining. 201 thousand hirings are difficult to find**

Rome, 15 February 2024 – There are approximately 408 thousand hirings expected by companies for the month of February and 1.3 million for the February-April quarter, +22 thousand compared to February 2023 (+5.7%) and +114 thousand with reference to the entire quarter (+9.5%). The difficulty in recruiting rises to 49.3% (+3.1 percentage points compared to a year ago). This scenario is outlined by the Excelsior Information System Bulletin, created by **Unioncamere** in collaboration with **Anpal**<sup>1</sup>.

In February the manufacturing industry is looking for 82 thousand workers and in the February-April quarter the expected hirings will be 245 thousand, declining compared to last year (-1.8% on the month and -0.4% on the quarter). However, construction continues to have a positive sign, with 50 thousand entries planned for the month (+3.5%) and 145 thousand in the quarter (+6.2%). But it is above all the services that determine the positive trend in hiring for February with around 276 thousand in the month (+8.6%) and 923 thousand in the quarter (+13.1%). Trade is creating more job opportunities with 60 thousand hirings expected in the month (+16.6%) and 189 thousand in the quarter (+18.9%), followed by tourism with 58 thousand entries in the month (+4.1%) and 246 thousand in the quarter (17.4%) and by services to people<sup>2</sup> with 49 thousand entries in the month (+18.4%) and 150 thousand in the quarter (+18, 9%).

In February, 201 thousand professional profiles are difficult to find, equal to 49.3% of the total expected hirings, mainly due to the lack of candidates (31.3%), followed by inadequate preparation (14.4%) and other reasons (3.6%). Those most affected by the mismatch are the wood and furniture industries (65.5% of the profiles searched for are difficult to find), the metallurgy and manufacturing of metal products companies (62.0%), the textile, clothing and footwear (61.2%), construction companies (58.9%) and mechatronics companies (57.3%). From the Borsino of professions, it is difficult to find on the market specialized workers involved in finishing constructions (70.7%), casters, welders, tinsmiths, boilermakers, metal carpentry assemblers (70.5%), artisan mechanics, assemblers repairers, maintenance workers on fixed and mobile machines (69.8%), technicians managing the production processes of goods and services (68.9%), blacksmiths, tool builders (68.1%), care workers aesthetics (66.2%) and technicians in the engineering field (66.1%).

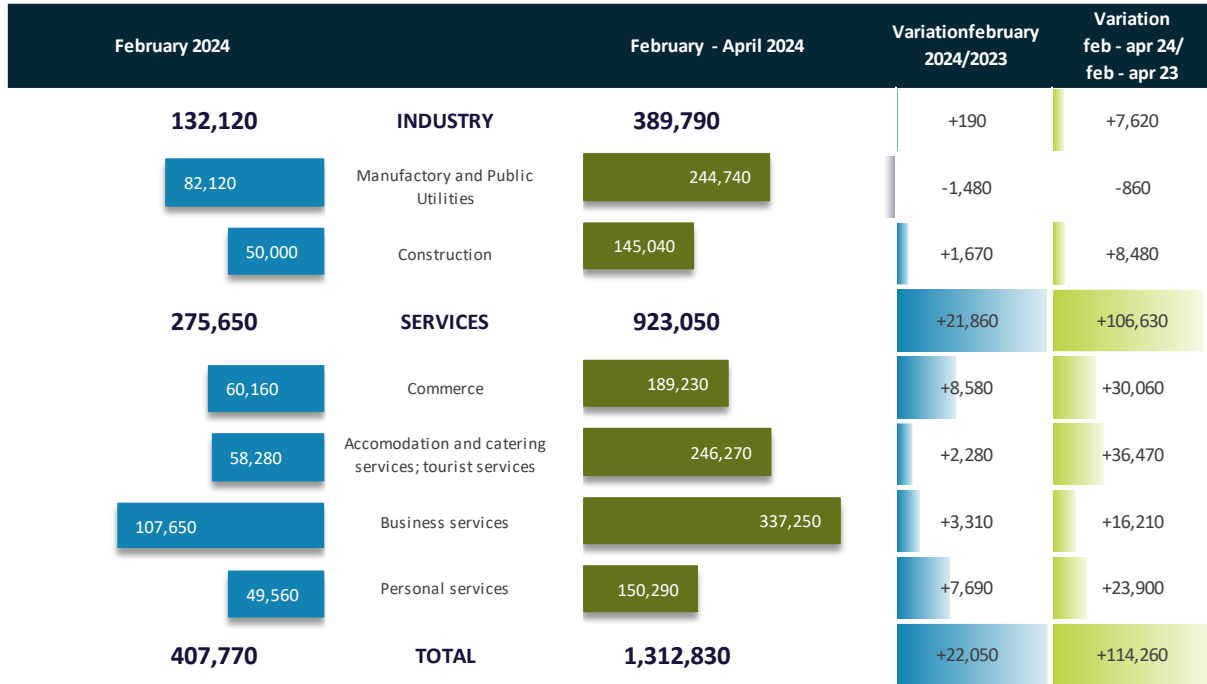
Approximately 82 thousand immigrant personnel are expected to be hired (approximately 20% of revenue), especially in operational support services for businesses and people, in the transport, logistics and warehousing and construction sectors, sectors in which the share concerns one third of the needs. The contracts proposed for February are mostly fixed-term (51.9% of the total), while permanent contracts are expected for 82 thousand hires (20.1% of the total).

At a territorial level, 128 thousand entries are expected in the regions of the North West, followed by the South and islands (104 thousand), the North East (93 thousand, an area that shows the greatest difficulty in obtaining equal to 55.3%) and the Center (82 thousand).

<sup>1</sup> The January forecasts are based on interviews conducted on a sample of around 121 thousand companies. The interviews were conducted between 13 and 30 of November 2023.

<sup>2</sup> Includes Private Education and Training Services, Private Health, Social Care and Health Services and Recreation, Cultural and Other Personal Services

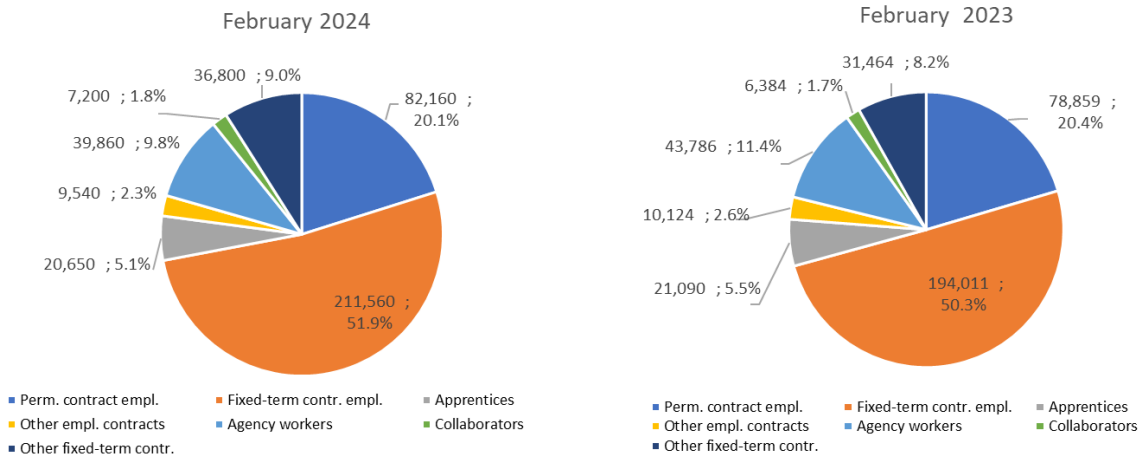
**INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR (a.v.; %)**



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

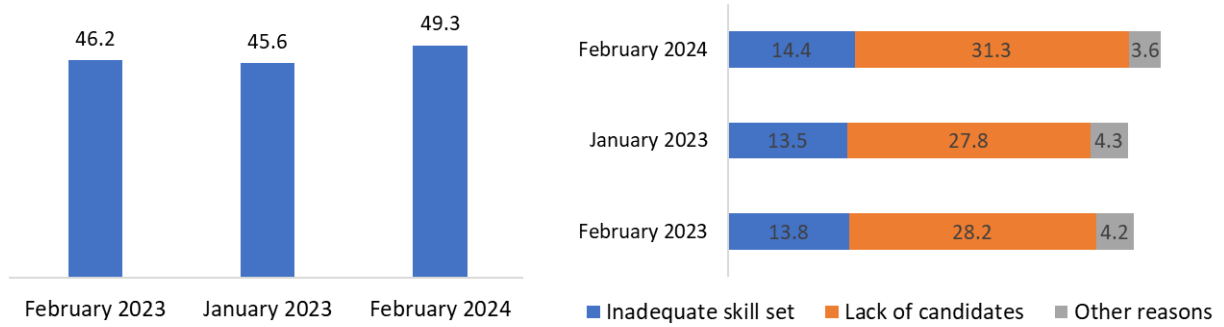
Source: Unioncamere - ANPAL, Excelsior Information System, 2024

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



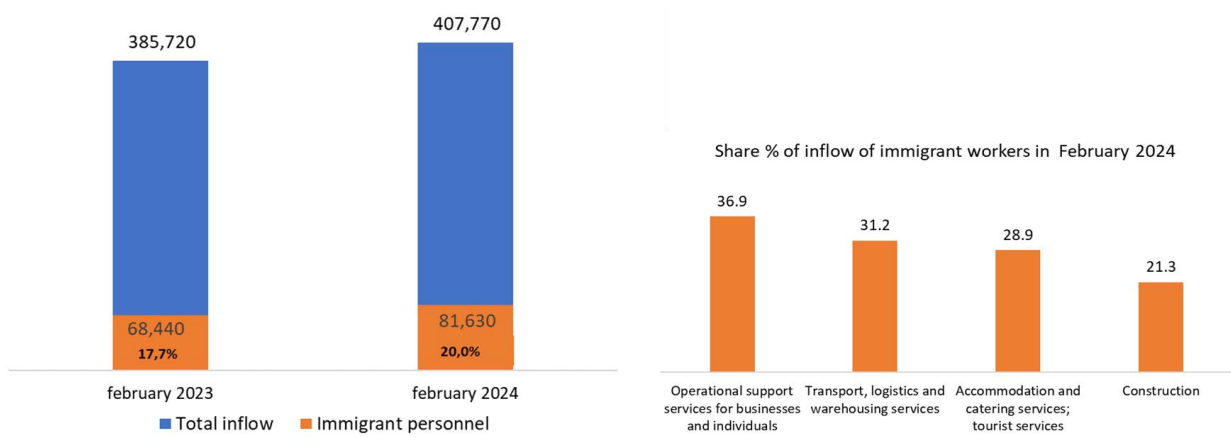
Source: Unioncamere - ANPAL, Excelsior Information System, 2024

### DIFFICULTY IN RECRUITING AND REASONS (%)



Source: Unioncamere - ANPAL, Excelsior Information System, 2024

### INFLOW OF IMMIGRANT PERSONNEL AND MAIN SECTORS HIRING IMMIGRANT WORKERS (a.v.; %)



Source: Unioncamere - ANPAL, Excelsior Information System, 2024

## THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF FEBRUARY 2024 \*

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

	INFLOW EXPECTED IN FEBRAURY 2024	Distribu tion x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED February - April 2024
<b>INFLOW</b>	<b>407,770</b>	<b>1,000</b>	<b>49.3</b>	<b>1,312,830</b>
<b>MANAGERS</b>	<b>1,160</b>	<b>2.8</b>	<b>67.3</b>	<b>3,130</b>
Directors and general managers of companies	230	0.6	47.2	580
Directors and departmental managers of companies	260	0.6	53.9	750
Entrepreneurs and managers of small companies	660	1.6	80.6	1,780
<b>INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS</b>	<b>28,400</b>	<b>69.6</b>	<b>43.5</b>	<b>82,000</b>
Engineers	4,260	10.5	55.8	14,100
Specialists in management, commercial and banking sciences	5,280	13.0	34.3	15,420
Other education and training specialists	2,590	6.3	39.1	7,090
Analysts and experts in designing applications	2,780	6.8	59.1	8,960
<b>TECHNICAL PROFESSIONS</b>	<b>57,560</b>	<b>141.2</b>	<b>56.7</b>	<b>176,010</b>
IT, telematics and telecommunications technicians	6,760	16.6	57.6	21,280
Engineering technicians	5,330	13.1	66.1	16,580
Goods and services production processes management technicians	4,770	11.7	68.9	14,660
Health technicians	9,810	24.1	64.5	28,610
Technicians of the organisation and administration of production activities	5,140	12.6	52.0	16,510
Technicians of financial and insurance activities	2,300	5.6	40.8	7,590
Market relations technicians	11,960	29.3	55.3	35,540
Commercial distribution technicians	3,720	9.1	56.3	11,580
Teachers in professional training, instructors, coaches, athletes	2,740	6.7	48.2	7,970
<b>OFFICE WORKERS</b>	<b>36,040</b>	<b>88.4</b>	<b>32.2</b>	<b>117,700</b>
Secretarial and general affairs office staff	15,840	38.9	32.1	48,620
Customer reception and information office staff	8,920	21.9	31.4	34,650
Logistics administrative management office staff	4,140	10.2	34.1	12,790
Economic, accounting and financial management office staff	3,200	7.9	36.2	9,910
<b>SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES</b>	<b>95,110</b>	<b>233.2</b>	<b>46.4</b>	<b>348,020</b>
Sales people	35,590	87.3	31.6	113,420
Catering business operators	41,370	101.5	56.8	178,460
Qualified professions in health and social services	5,910	14.5	55.1	18,260
Beauty treatment professionals	4,540	11.1	66.2	12,550
Skilled professions in personal services	3,750	9.2	37.8	11,830
<b>ARTISANS, SPECIALISED LABOURERS AND AGRICULTURALISTS</b>	<b>74,870</b>	<b>183.6</b>	<b>64.4</b>	<b>222,580</b>
Specialised labourers in construction and building maintenance	20,830	51.1	57.6	59,180
Building finisher artisans and specialised labourers	11,840	29.0	70.7	35,670
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar profession	7,730	19.0	70.5	24,450
Blacksmith ironworkers, tool makers and similar professions	4,330	10.6	68.1	12,280
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobi	9,590	23.5	69.8	29,190
Electrical and electronic equipment installation and maintenance artisans and specialised	6,160	15.1	62.9	18,090
Artisans and specialised workers in food processing	3,590	8.8	57.8	10,210
Artisans and specialised workers in textile and clothing	2,860	7.0	62.3	9,000
<b>PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS</b>	<b>52,400</b>	<b>128.5</b>	<b>53.8</b>	<b>158,330</b>
Automatic and semi-automatic machinery workers for metal processing and for mineral p	4,500	11.0	59.9	12,410
Conductor of manufacturing rubber and plastic materials	2,030	5.0	39.6	5,820
Workers assigned to machinery in the industry of textiles, garments and similar	3,170	7.8	67.5	9,810
Workers assigned to assembly of industrial products	5,400	13.2	50.5	13,930
Workers assigned to industrial product packaging machines	2,850	7.0	27.5	8,460
Workers assigned to fixed machinery for the food industry	2,030	5.0	31.5	6,630
Drivers of motor and animal-drawn vehicles	21,160	51.9	62.3	66,320
Operators of earthmoving, lifting and material handling machinery	5,510	13.5	47.0	18,150
<b>Unskilled staff assignet to construction</b>	<b>62,230</b>	<b>152.6</b>	<b>37.2</b>	<b>205,060</b>
Unskilled staff assigned to moving an delivery of goods	22,120	54.2	36.0	63,050
Unskilled cleaning service staff	30,560	74.9	38.7	108,120
Unskilled construction personnel	3,340	8.2	37.6	9,960
Unskilled staff assigned to manufacturing	2,600	6.4	46.0	7,900

\* 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, 2024

## THE INFLOW IN THE TERRITORIES IN THE MONTH OF FEBRUARY 2024 AND IN THE PERIOD FEBRUARY - APRIL 2024

	February 2024		February - April 2024	Variation (a.v.)		Variation % forecast inflow february 2024/2023
	INFLOW FORECAST	% diff. recruiting	INFLOW FORECAST	february 2024/2023	feb - apr 24/ feb - apr 23	
PIEMONTE	27,370	49.5	85,160	+910	+6,530	
VALLE D'AOSTA	910	51.9	2,710	+70	+380	
LOMBARDIA	88,910	48.3	270,850	+5,430	+23,390	
LIGURIA	10,540	53.9	39,150	+1,130	+5,650	
TRENTINO ALTO ADIGE	8,740	57.4	33,200	-110	+2,380	
VENETO	40,130	55.3	129,740	+680	+5,750	
FRIULI VENEZIA GIULIA	8,480	57.6	27,130	+320	+1,840	
EMILIA ROMAGNA	36,150	54.3	117,190	+170	+5,390	
TOSCANA	25,460	54.8	91,240	+1,460	+8,660	
UMBRIA	4,570	57.7	15,130	+340	+1,100	
MARCHE	9,360	54.2	31,360	-350	+1,180	
LAZIO	42,680	39.4	128,470	+4,160	+12,990	
ABRUZZO	8,250	53.2	25,010	+420	+1,700	
MOLISE	1,350	48.7	4,170	-40	+270	
CAMPANIA	34,490	44.1	112,330	+4,090	+15,470	
PUGLIA	20,730	45.8	66,060	+1,510	+6,710	
BASILICATA	2,620	48.7	8,210	+90	+610	
CALABRIA	6,750	46.9	21,120	+230	+1,960	
SICILIA	21,770	45.4	71,730	+1,250	+8,010	
SARDEGNA	8,530	48.3	32,880	+300	+4,280	
<b>NORTH WEST</b>	<b>127,720</b>	<b>49.1</b>	<b>397,870</b>	<b>+7,540</b>	<b>+35,950</b>	
<b>NORTH EAST</b>	<b>93,500</b>	<b>55.3</b>	<b>307,270</b>	<b>+1,060</b>	<b>+15,370</b>	
<b>CENTRAL</b>	<b>82,060</b>	<b>46.9</b>	<b>266,200</b>	<b>+5,600</b>	<b>+23,930</b>	
<b>SOUTH AND ISLANDS</b>	<b>104,480</b>	<b>46.1</b>	<b>341,500</b>	<b>+7,850</b>	<b>+39,020</b>	
<b>ITALY</b>	<b>407,770</b>	<b>49.3</b>	<b>1,312,830</b>	<b>+22,050</b>	<b>+114,260</b>	

Source: Unioncamere - ANPAL, Excelsior Information System, 2024