



Press release

Labour: 285 thousand new hires forecast by companies in August 2022 +28 thousand units compared to a year ago (+10.8%) but -221 thousand compared to July; difficulty in recruiting grows further (41.6%)

Roma, 29 July 2022 – 285 thousand workers sought by companies for the month of August and about 1.3 million for the entire August-October trimester. Compared to a year ago, there is growth in company forecasts with +27 thousand new hires planned in the month (+10.8%) and +70 thousand in the trimester (+5.7%). The comparison with the previous month shows a decline in the demand for work due to natural seasonality (-221 thousand inflow), but also due to the growing uncertainties as a result of the continuing war in Ukraine, the increase in inflation and the change in conditions of access to credit defined with the rise in interest rates in the euro area.

At the same time, difficulty in recruiting is still growing, regarding 41.6% of planned new hires, up by almost 9 percentage points compared to August 2021 when the mismatch between supply of and demand for work concerned 32.7% of the profiles sought. The *Excelsior Information System* bulletin, created by **Unioncamere** and **Anpal**, paints this scenario¹.

The industry as a whole is seeking 81 thousand professional profiles – up 11.3% compared to a year ago – of which 55 thousand to be employed in manufacturing (+3.4% on an annual basis) and 26 thousand in construction (+32.9% compared to the previous year). The greatest job opportunities in manufacturing are offered by the agri-food companies (13 thousand forecasted new hires; +16.7% compared to the previous year) and mechatronics companies (also with 13 thousand new hires; +6.4% compared to the previous year), followed by metallurgical and metal products companies (10 thousand new hires; -20.3% compared to the previous year) and finally chemical-pharmaceutical, plastic and rubber companies (5 thousand planned new hires; +33.3% compared to the previous year).

The services macro-sector plans 204 thousand new entries, an increase of 10.6% compared to last year. It is the accommodation, catering and tourist services sector that expresses the highest demand with about 56 thousand new hires planned albeit in decline compared to a year ago (-6.2%). Next is commerce (inflow of 37 thousand; +19.5% compared to the previous year), personal services (36 thousand; +17.0% compared to the previous year) and operational support services for businesses and people (27 thousand; +21.6 % compared to the previous year).

The most widely-proposed contracts were fixed-term, amounting to 156 thousand units, equal to 54.9% of the total. Next come permanent contracts (45 thousand), agency workers contracts (38 thousand), other non-employee contracts (16 thousand), apprenticeship contracts and other employee contracts (both with 13 thousand) and collaboration contracts (3 thousand).

In August, the difficulty in recruiting reported by the companies regards a total of 41.6% of planned new hires (8.9 percentage points more than last year). Companies mainly indicate that the reason is “lack of candidates” that in August 2022 was expressed as 26.8% of the profiles sought (a value 8.2 percentage points higher compared to last year). “Inadequate skill set of candidates” is the reason that follows (valid for 10.9% of the profiles sought) and other reasons (4.0%). The metallurgical and metal products industries have to face the highest mismatch with

¹ The August forecasts are based on interviews conducted on a sample of 104,000 companies. The interviews were conducted in the period of 20 June 2022 – 05 July 2022.

55.6% of the difficult to recruit professional profiles sought, followed by the wood and furniture industries (53.7%), construction companies (52.7%), IT and telecommunications services companies (48.9%) and lastly the mechanical and electronics industries (47.9%).

The figures with a higher incidence of difficulty in recruiting, reported in the Borsino Excelsior overview of professions for the month of August, are: Building finisher artisans and specialised labourers (71.7% are difficult to recruit), Beauty treatment professionals (71.1%), Blacksmith ironworkers and tool makers (65.1%), Artisan mechanics, fitters, repairers and maintenance technicians (64.8%), Smelters, welders, tinsmiths, boilermakers, metal structure fitters (60.5%); among the high skills figures are the IT, telematics and telecommunications technicians (57.5%), Goods and services production processes management technicians (57.1%) and Health technicians (55.1%) and Engineering technicians (54.9%).

In absolute terms, also to be noted is the difficulty in finding over 22 thousand Catering business operators, 9 thousand Unskilled cleaning service staff, 8 thousand Motor vehicle drivers, 6 thousand Sales people and 5 thousand Artisans and specialised labourers in construction and building maintenance.

At territorial level, the regions that are planning higher inflow in August are Lombardia (54 thousand units), Veneto (29 thousand), Emilia-Romagna (27 thousand), Lazio (26 thousand) and Campania (22 thousand). Among the regions reported to have greatest difficulties in recruiting the profiles sought, are Trentino-Alto Adige with 52.5%, Veneto with 49.5% and Friuli-Venezia Giulia with 48.9%.

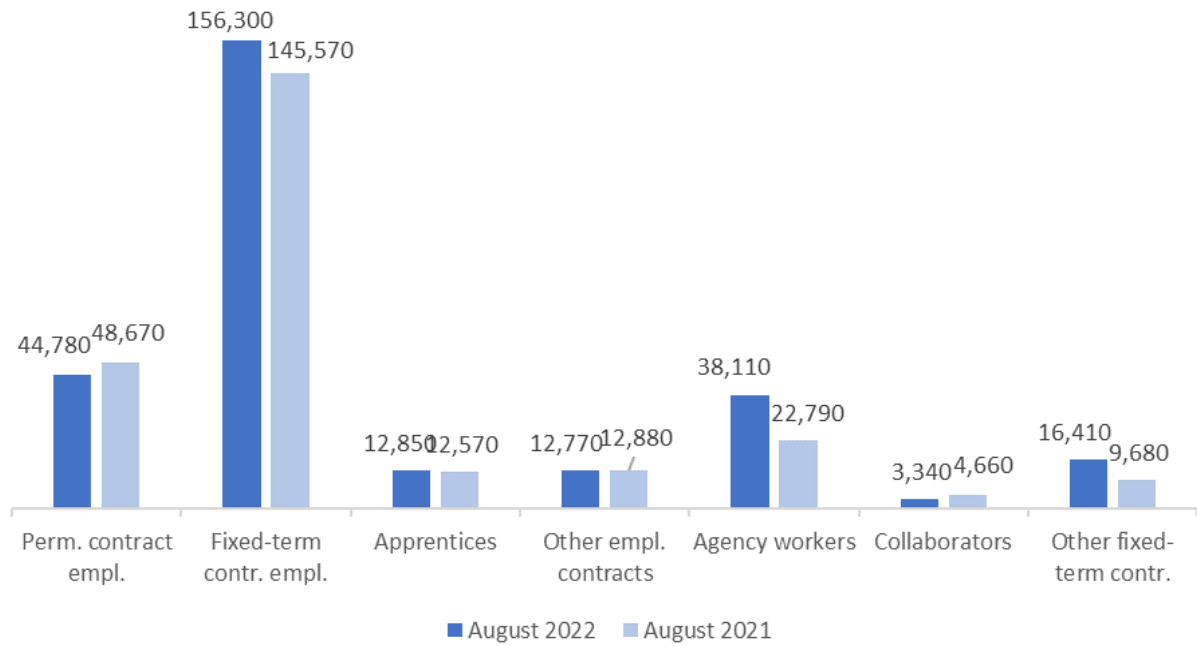
INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR

	Total inflow		Variation August- July 2022		Variation August 2022-August 2021		Variation Aug-Oct22/Jul-Aug-Oct21	
	planned August 2022	planned Aug-Oct 22	a.v.	%	a.v.	%	a.v.	%
TOTAL	284,570	1,290,560	-220,660	-43.7	27,750	10.8	69,690	5.7
INDUSTRY	80,690	382,830	-49,230	-37.9	8,210	11.3	40,450	11.8
<i>Manufacturing and PU</i>	54,820	247,580	-33,670	-38.0	1,800	3.4	3,160	1.3
Food, beverage and tobacco industries	13,170	42,660	-8,270	-38.6	1,890	16.7	9,230	27.6
Textile, clothing and footwear industries	3,250	25,080	-3,760	-53.6	230	7.8	540	2.2
Wood and furniture industries	2,650	13,490	-1,560	-37.1	600	29.3	1,300	10.7
Paper, paper transformation and printing industries	1,580	7,490	-650	-29.3	20	1.2	-970	-11.4
Chemical-pharmaceutical, plastic and rubber industries	5,410	23,450	-2,260	-29.4	1,350	33.3	-100	-0.4
Non-metallic mineral processing and mining industries	1,500	7,920	-1,270	-45.8	-260	-14.6	-480	-5.7
Metallurgical and metal products industries	10,460	49,240	-5,410	-34.1	-2,660	-20.3	-11,050	-18.3
Mechanical and electronics industries	12,730	61,790	-7,330	-36.5	770	6.4	7,180	13.1
Other industries	4,070	16,480	-3,180	-43.8	-140	-3.3	-2,490	-13.1
<i>Construction</i>	25,870	135,260	-15,560	-37.6	6,410	32.9	37,290	38.1
SERVICES	203,870	907,720	-171,430	-45.7	19,540	10.6	29,240	3.3
Commerce	37,110	162,050	-28,600	-43.5	6,050	19.5	13,750	9.3
Accommodation and catering services; tourist services	58,710	207,750	-62,000	-51.4	-3,910	-6.2	-68,390	-24.8
Transport, logistics and warehousing services	23,070	102,170	-12,930	-35.9	3,040	15.2	17,460	20.6
Media and communication services	2,210	13,500	-2,570	-53.8	-550	-19.9	-140	-1.0
IT and telecommunications services	7,390	37,680	-6,160	-45.5	2,240	43.4	10,370	38.0
Advanced business support services	10,760	56,680	-10,530	-49.4	2,210	25.8	13,700	31.9
Financial and insurance services	2,080	10,700	-2,600	-55.6	510	32.3	1,950	22.2
Operational support services for businesses and individuals	26,610	107,400	-18,040	-40.4	4,730	21.6	8,880	9.0
Personal services	35,940	209,800	-28,000	-43.8	5,230	17.0	31,670	17.8

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

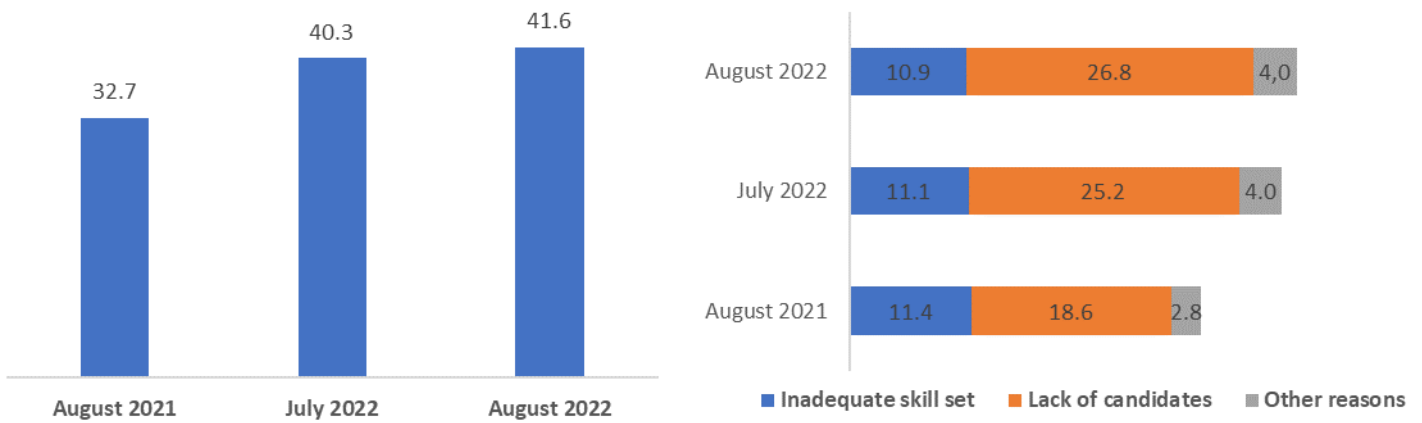
Source: Unioncamere - ANPAL, Excelsior Information System, 2022

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



Source: Unioncamere - ANPAL, Excelsior Information System, 2022

REASONS FOR DIFFICULTY IN RECRUITING (%)



Source: Unioncamere - ANPAL, Excelsior Information System, 2022

THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF AUGUST 2022 *

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

	INFLOW FORECAST FOR AUGUST	Distribution x 1000	Difficulty in recruiting (%)	Difficulty in recruiting (a.v.)	INFLOW FORECAST August - October 2022
INFLOW	284,570	1,000	41.6	118,520	1,290,560
MANAGERS	630	2.2	76.1	480	3,450
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	16,370	57.5	43.5	7,130	101,860
Experts in mathematical, computer, chemistry, physical and natural sciences	3,190	11.2	48.2	1,540	15,340
Engineers and similar professions	3,490	12.3	46.1	1,610	17,710
Specialists in management, commercial and banking sciences	2,760	9.7	37.1	1,030	14,200
TECHNICAL PROFESSIONS	31,740	111.5	47.3	15,010	184,190
IT, telematics and telecommunications technicians	4,290	15.1	57.5	2,470	22,720
Engineering technicians	2,920	10.3	54.9	1,600	15,920
Goods and services production processes management technicians	2,170	7.6	57.1	1,240	11,480
Health technicians	6,470	22.7	55.1	3,570	40,880
Technicians of the organisation and administration of production activities	2,720	9.5	38.0	1,030	14,050
Market relations technicians	5,400	19.0	39.4	2,130	29,660
OFFICE WORKERS	19,940	70.1	27.8	5,550	98,620
Secretarial and general affairs office staff	8,590	30.2	28.5	2,440	46,360
Customer reception and information office staff	5,810	20.4	24.4	1,420	24,850
Logistics administrative management office staff	2,070	7.3	33.8	700	9,630
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	87,540	307.6	39.3	34,380	337,300
Sales people	23,860	83.9	24.4	5,810	99,820
Catering business operators	47,980	168.6	46.5	22,330	167,960
Qualified professions in health and social services	6,210	21.8	47.4	2,940	27,000
Beauty treatment professionals	2,270	8.0	71.1	1,610	12,370
Skilled professions in personal and similar services	3,800	13.3	29.1	1,110	17,510
Skilled professions in cultural, safety, surveillance and safekeeping services	2,530	8.9	14.6	370	9,050
SPECIALISED LABOURERS	41,490	145.8	55.4	23,010	199,850
Artisans and specialised labourers in construction and building maintenance	10,390	36.5	48.4	5,030	52,040
Building finisher artisans and specialised labourers	6,290	22.1	71.7	4,510	35,240
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	3,970	14.0	60.5	2,400	18,190
Blacksmith ironworkers, tool makers and similar professions	2,580	9.1	65.1	1,680	12,230
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	5,940	20.9	64.8	3,850	25,920
Electrical and electronic equipment installation and maintenance artisans and specialised labourers.	3,820	13.4	57.2	2,180	17,360
Artisans and specialised workers in food processing	2,710	9.5	34.7	940	10,130
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	41,480	145.8	44.1	18,280	182,190
Automatic and semi-automatic machinery workers for metal processing and for mineral products	2,780	9.8	53.6	1,490	14,040
Workers assigned to assembly of industrial products	2,730	9.6	42.1	1,150	13,360
Workers assigned to industrial product packaging machines	3,340	11.7	20.4	680	12,400
Workers assigned to stationary machinery for the food industry	3,940	13.8	39.2	1,550	10,180
Motor vehicle drivers	16,010	56.3	52.7	8,440	75,550
Operators of earthmoving, lifting and material handling machinery	6,100	21.4	37.4	2,280	24,970
UNSKILLED PROFESSIONS	45,370	159.4	32.4	14,680	183,090
Unskilled staff assigned to moving and delivery of goods	12,200	42.9	25.8	3,140	59,530
Unskilled cleaning service staff	26,460	93.0	33.7	8,920	97,320
Unskilled staff assigned to custodial services for buildings, equipment and goods	2,640	9.3	55.0	1,450	6,090

* 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 AUGUST 2022 AND DURING THE PERIOD OF AUGUST - OCTOBER 2022

	August 2022		August - October 2022	Variations (a.v.)		% variation forecasted inflow August 2022/2021
	Forecasted inflow	% difficult to recruit	Forecasted inflow	august 2022/2021	august - october 2022/2021	
PIEMONTE	19,450	44.3	91,590	+2,210	+7,660	
VALLE D'AOSTA	840	42.8	3,070	-10	-60	
LOMBARDIA	53,800	40.6	276,370	+8,280	+20,580	
LIGURIA	7,660	45.8	30,000	-130	-360	
TRENTINO ALTO ADIGE	8,470	52.5	31,060	+810	+320	
VENETO	29,340	49.5	127,780	+4,380	+8,420	
FRIULI VENEZIA GIULIA	6,320	48.9	27,260	+340	+490	
EMILIA ROMAGNA	27,250	45.6	121,270	+3,350	+8,870	
TOSCANA	17,030	43.6	78,670	+2,220	+2,850	
UMBRIA	3,800	45.3	15,240	+570	+710	
MARCHE	6,660	45.5	31,790	+420	+970	
LAZIO	25,950	38.2	127,390	+1,400	+4,050	
ABRUZZO	6,550	41.6	25,910	+730	+1,680	
MOLISE	1,140	36.7	4,380	+190	+320	
CAMPANIA	21,640	34.3	98,790	+1,460	+4,540	
PUGLIA	15,470	32.8	66,830	+640	+1,860	
BASILICATA	2,220	36.7	8,840	+60	+60	
CALABRIA	6,110	38.7	23,480	-400	+520	
SICILIA	16,570	32.4	72,490	+1,150	+6,380	
SARDEGNA	8,300	41.3	28,370	+80	-170	
NORTH WEST	81,750	42.0	401,020	+10,350	+27,820	
NORTH EAST	71,380	48.3	307,370	+8,870	+18,100	
CENTRAL	53,440	41.4	253,090	+4,620	+8,580	
SOUTH AND ISLANDS	77,990	35.4	329,080	+3,910	+15,190	
ITALY	284,570	41.6	1,290,560	+27,750	+69,690	

Source: Unioncamere - ANPAL, Excelsior Information System, 2022