



Press release

Labour: 386 thousand hires expected by companies in February +68 thousand compared to a year ago (+21.5%), 178 thousand hard-to-find workers (46.2%)

Rome, 16 February 2023 – Companies are expected to hire 386 thousand in the month of February and 1.2 million in the February-April quarter, +68 thousand compared to February 2022 (+21.5%) and +175 thousand with respect to the same 2022 quarter (+17.1%). The positive dynamics of the demand for labor of companies in these first months of the year is also confirmed by comparing the pre-Covid levels (February 2019), with a growth of 15.6%, equal to + 52 thousand hires. The mismatch between demand and supply of labor is still growing, affecting 46.2% of the profiles sought, a value about 6 percentage points higher than a year ago. The *Excelsior Information System* bulletin, created by **Unioncamere** and **Anpal**, outlines this scenario¹.

The industry has planned 132,000 hires this month. More job opportunities arrive from construction with 48 thousand workers sought, followed by manufacturing with some of the distinctive sectors of Made in Italy, led by mechatronics (22 thousand hires), followed by metallurgy and manufacture of metal products (18 thousand), food (10 thousand) and textiles, clothing and footwear industries, although the latter are still below the pre-Covid level (-15.2% on February 2019). On the other hand, the services plan 254 thousand entries and the tourism sector is confirmed as a driving force for labor demand (56 thousand entries). The contribution of trade (52 thousand) and services to people (42 thousand) is also substantial.²

178 thousand professional profiles are difficult to find, equal to 46.2% of the total hires planned in February (+5.9 p.p. on February 2022). The lack of candidates is confirmed as the main reason for the mismatch and it grows compared to last year (+5.4 p.p.), while the other reasons remain almost unchanged. Companies in the metallurgy and manufacture of metal products (58.5% of the profiles sought are difficult to find), the wood and furniture industries (56.1%), construction companies (54.9%), the textile, clothing and footwear industries (52.1%) and mechatronics companies (51.5%) are most affected by the mismatch. As regards, however, the professional figures, the Borsino Excelsior of the professions reports specialists in life sciences (80.7% is difficult to find), specialized workers involved in the finishing of construction (70.8%), foundries, welders, tinsmiths, boilermakers, metal carpentry fitters (68.5%), technicians in the management of production processes of goods and services (66.7%) and aesthetic care operators (66.2%).

¹The forecasts for February are based on interviews carried out on a sample of over 108,000 companies. The interviews were collected in the period 09 January 2023 – 23 January 2023.

²It includes Private Education and Training Services, Health, Social Care and Private Health Services, and Recreational, Cultural and Other Services to People.

There are about 69 thousand hires of immigrant personnel (18% of new hires) especially in operational services to support businesses and people and in transport, logistics and warehousing, sectors in which the share concerns a third of needs.

Fixed-term contracts are proposed at 194 thousand units, equal to 50.3% of the total, a decrease compared to February 2022 (52.7%). This is followed by permanent contracts (79 thousand units, 20.4%), those in administration (44 thousand, 11.4%), other non-employed contracts (31 thousand, 8.2%), apprenticeships (21 thousand, 5.5%), other forms of employment contracts (10 thousand, 2.6%) and collaboration contracts (6 thousand, 1.7%).

At the territorial level, 120 thousand entries are expected from companies in the North West, followed by companies in the South and islands (97 thousand), companies in the North East (92 thousand, the area that shows the greatest difficulty in finding equal to 52%) and companies in the Center (76 thousand).

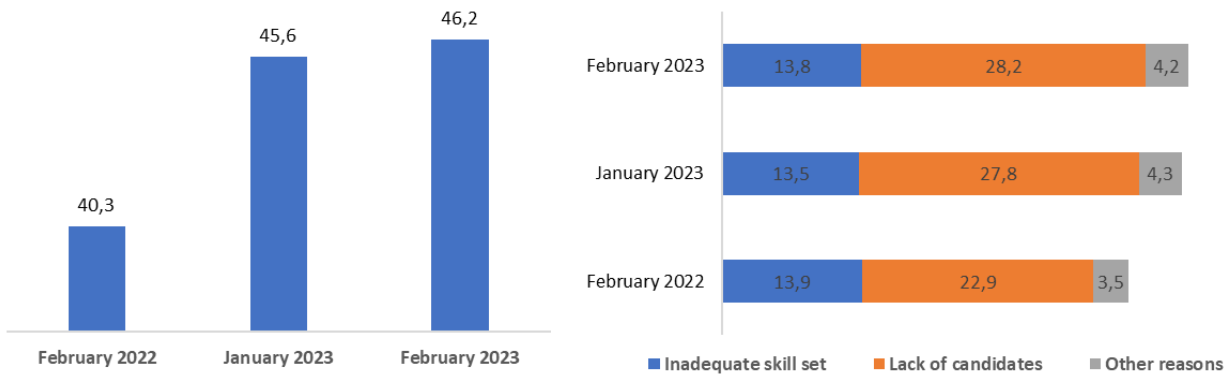
INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR

	Total inflow		Variation January - February 2023		Variation February 2023 - February 2019		Variation February 2023 - February 2022		Variation Feb-Apr23/February 2022	
	planned February 2023	Planned Feb-Apr23	a.v.	%	a.v.	%	a.v.	%	a.v.	%
TOTAL	385.720	1.198.580	-117.950	-23,4	52.030	15,6	68.130	21,5	174.660	17,1
INDUSTRY	131.930	382.170	-41.870	-24,1	18.740	16,6	21.800	19,8	70.180	22,5
Manufacturing and PU	83.600	245.610	-39.740	-32,2	1.230	1,5	9.800	13,3	29.530	13,7
Food, beverage and tobacco industries	10.200	31.260	-4.130	-28,8	-350	-3,3	1.710	20,1	5.380	20,8
Textile, clothing and footwear industries	9.400	28.780	-2.150	-18,6	-1.690	-15,2	3.350	55,3	9.990	53,2
Wood and furniture industries	4.590	13.150	-2.190	-32,3	1.220	36,3	530	13,2	1.230	10,3
Paper, paper transformation and printing industries	2.500	7.470	-1.650	-39,8	240	10,5	350	16,5	1.070	16,7
Chemical-pharmaceutical, plastic and rubber industries	8.310	24.000	-5.360	-39,2	700	9,1	310	3,9	1.440	6,4
Non-metallic mineral processing and mining industries	3.270	9.330	-890	-21,3	480	17,3	440	15,5	1.010	12,2
Metallurgical and metal products industries	17.950	51.550	-9.370	-34,3	-120	-0,6	910	5,4	1.950	3,9
Mechanical and electronics industries	21.910	63.860	-12.080	-35,5	1.130	5,4	1.820	9,0	6.590	11,5
Other industries	5.470	16.210	-1.930	-26,1	-390	-6,6	370	7,2	860	5,6
Construction	48.330	136.560	-2.130	-4,2	17.510	56,8	12.000	33,0	40.650	42,4
SERVICES	253.790	816.410	-76.090	-23,1	33.290	15,1	46.330	22,3	104.480	14,7
Commerce	51.580	159.170	-8.520	-14,2	3.970	8,3	16.920	48,8	41.560	35,3
Accommodation and catering services; tourist services	56.000	209.810	-1.620	-2,8	10.360	22,7	7.990	16,6	17.330	9,0
Transport, logistics and warehousing services	29.890	90.720	-11.240	-27,3	1.440	5,1	5.190	21,0	11.690	14,8
Media and communication services	5.240	15.270	-180	-3,3	2.290	77,6	2.870	121,3	7.420	94,4
IT and telecommunications services	12.180	36.940	-6.300	-34,1	2.790	29,7	2.070	20,5	4.080	12,4
Advanced business support services	21.000	62.560	-10.350	-33,0	6.670	46,6	5.570	36,1	13.600	27,8
Financial and insurance services	3.400	10.810	-2.920	-46,2	60	1,7	-3.260	-49,0	-5.870	-35,2
Operational support services for businesses and individuals	32.630	104.750	-13.280	-28,9	-230	-0,7	4.920	17,8	14.280	15,8
Personal services	41.870	126.390	-21.680	-34,1	5.960	16,6	4.070	10,8	400	0,3

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

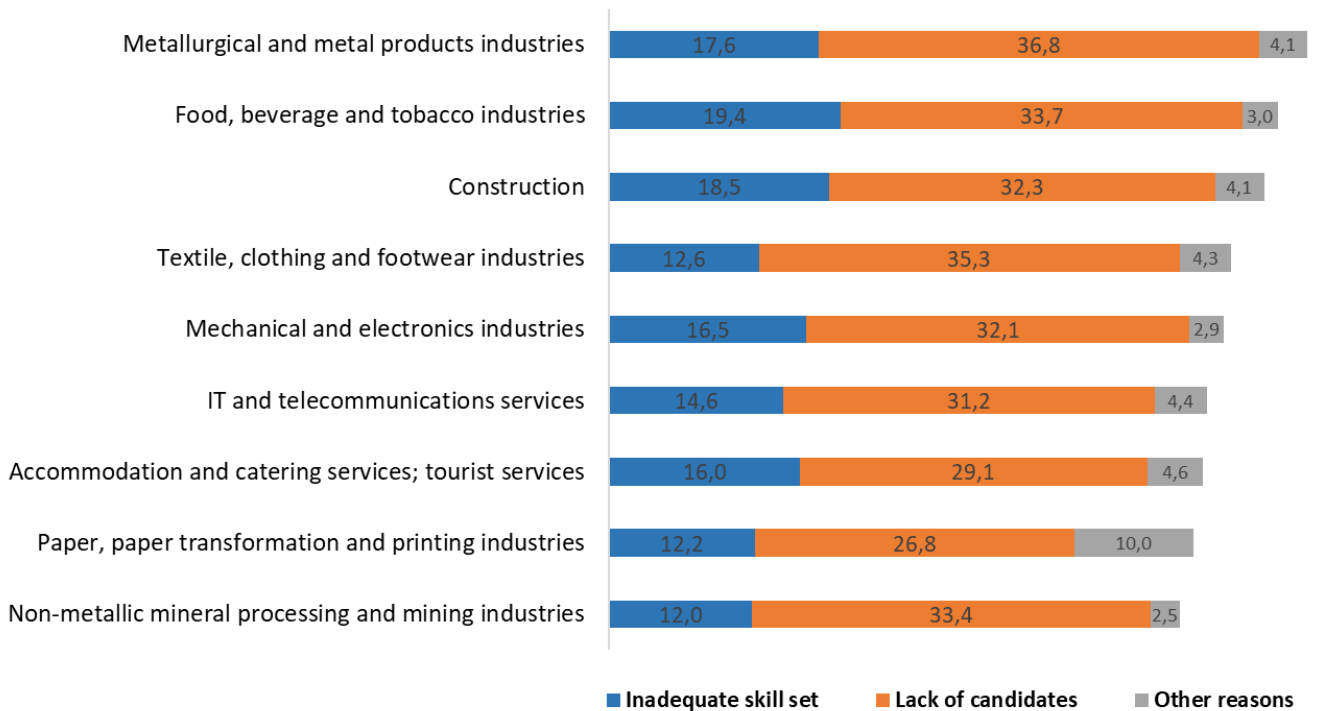
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

DIFFICULTY IN RECRUITING AND REASONS (%)



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

DIFFICULTY IN RECRUITING AND REASONS (%) BASED ON BUSINESS SECTOR



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

For further information:

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THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF FEBRUARY 2023 *

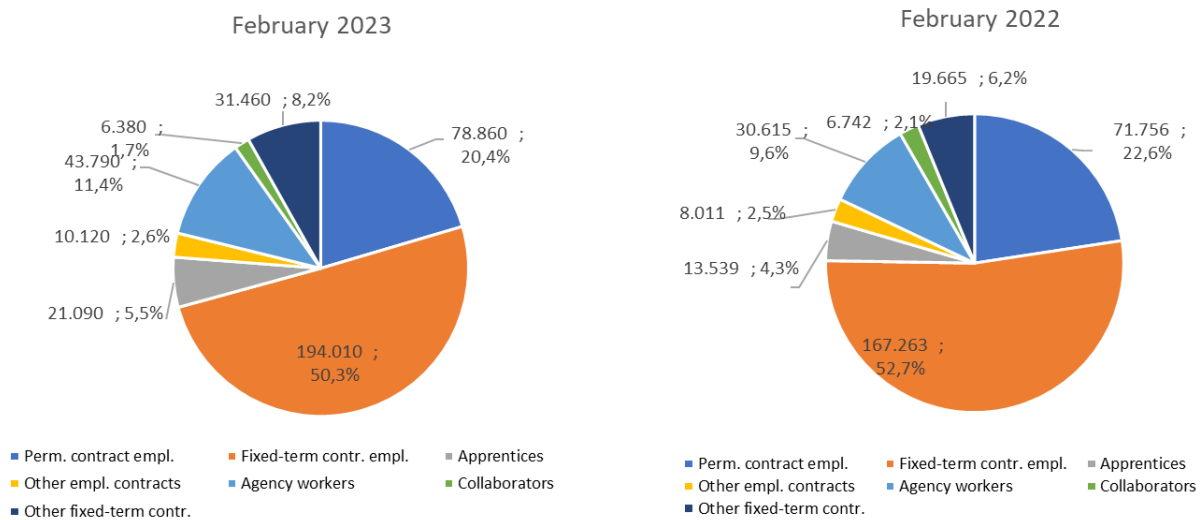
according to the classification of professions - ISTAT 2021 (3 digit)

	INFLOW EXPECTED IN FEBRUARY	Distribu tion x 1000	Difficulty in recruiting (%)	EXPECTED INFLOW February - April 2023
ENTRATE	385.720	1.000	46,2	1.198.580
DIRIGENTI	960	2,5	65,5	2.890
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	25.940	67,3	48,3	76.340
Engineers and similar professions	5.040	13,1	54,1	15.140
Life sciences specialists	2.350	6,1	80,7	5.680
Specialists in management, commercial and banking sciences	4.740	12,3	42,3	15.150
Specialists in application design	3.010	7,8	48,5	10.010
TECHNICAL PROFESSIONS	57.330	148,6	52,9	169.520
IT, telematics and telecommunications technicians	7.980	20,7	53,8	24.200
Engineering technicians	5.740	14,9	59,9	17.440
Goods and services production processes management technicians	5.010	13,0	66,7	16.020
Health technicians	8.740	22,7	63,5	24.050
Technicians of the organisation and administration of production activities	5.140	13,3	48,0	14.860
Market relations technicians	11.260	29,2	49,5	33.190
Commercial distribution technicians and similar professions	3.510	9,1	58,6	10.060
Teachers in vocational training, instructors, coaches, athletes and similar professions	2.420	6,3	32,7	6.850
IMPIEGATI	32.310	83,8	32,7	105.090
Secretarial and general affairs office staff	13.310	34,5	36,7	41.020
Counter and money transactions office staff	2.410	6,3	33,2	7.440
Customer reception and information office staff	8.150	21,1	26,7	32.230
Logistics administrative management office staff	3.960	10,3	38,5	11.090
Economic, accounting and financial management office staff	3.140	8,1	30,7	9.570
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	87.620	227,2	43,5	292.730
Sales people	28.640	74,3	29,1	91.810
Catering business operators	43.380	112,5	52,0	152.240
Qualified professions in health and social services	5.730	14,9	48,6	16.750
Aesthetic care operators	3.330	8,6	66,2	10.180
Skilled professions in personal services	3.220	8,4	39,9	9.550
Qualified professions in security, security and custody services	2.030	5,3	19,3	7.740
OPERA SPECIALIZZATI	70.980	184,0	59,6	206.470
Artisans and specialised labourers in construction and building maintenance	19.970	51,8	49,6	56.280
Building finisher artisans and specialised labourers	12.700	32,9	70,8	36.130
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	7.320	19,0	68,5	21.210
Blacksmith ironworkers, tool makers and similar professions	3.590	9,3	64,6	11.240
Artisan mechanics, fitters, repairers and maintenance technicians for stationary machinery	9.580	24,8	61,9	27.370
Electrical and electronic equipment installation and maintenance artisans and technicians	4.360	11,3	56,3	14.200
Artisans and specialised workers in food processing	3.090	8,0	59,9	9.000
Artisans and specialised workers in textile and clothing	2.630	6,8	63,0	7.980
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	52.960	137,3	46,9	156.640
Automatic and semi-automatic machinery workers for metal processing and for the manufacture of metal parts	5.160	13,4	58,5	13.650
Operators of machinery for the manufacture of rubber items and plastic materials	2.620	6,8	41,7	7.290
Workers assigned to machinery in the industry of textiles, garments and similar products	2.910	7,6	49,6	9.630
Workers assigned to assembly of industrial products	5.310	13,8	41,4	15.220
Workers assigned to industrial product packaging machines	3.030	7,9	25,0	8.670
Motor vehicle drivers	19.880	51,5	55,1	57.610
Operators of earthmoving, lifting and material handling machinery	6.190	16,0	37,6	20.660
UNSKILLED PROFESSIONS	57.630	149,4	32,5	188.910
Unskilled staff assigned to moving and delivery of goods	20.170	52,3	29,5	60.950
Unskilled cleaning service staff	26.100	67,7	32,3	92.930
Unskilled staff assigned to custodial services for buildings, equipment and goods	2.580	6,7	26,9	8.840
Unskilled staff assigned to construction services	2.880	7,5	48,4	6.240
Unskilled staff assigned to manufacturing	3.590	9,3	45,2	11.660

* The professions requested for the main professional groups are presented here. Therefore, the sum of the inflow of workers for each "group" may be higher than the total inflow.
For further information, see the website: <http://excelsior.unioncamere.net>

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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



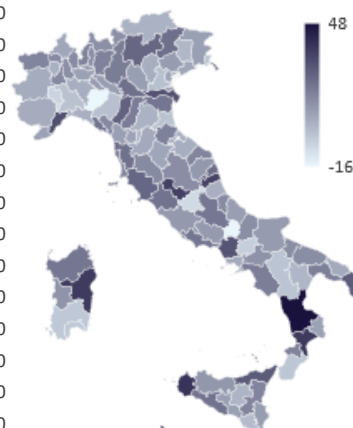
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

The fields of study most in demand					
	Expected inflow (a.v.)	% of the total	% diff recruiting	% with experience	
UNIVERSITY	61.440	16%	51%	86%	
Economics specialisation	16.690		44%	81%	
Engineering specialisation	15.920		55%	85%	
Teaching and education specialisation	7.290		47%	94%	
Healthcare and paramedical specialisation	5.060		63%	90%	
Mathematical, physical and computer sciences specialisation	3.810		55%	84%	
HIGHER TECHNICAL EDUCATION (HTE)	3.260	1%	60%	79%	
SECONDARY (5-year diploma)	115.660	30%	45%	68%	
Administration, finance and marketing specialisation	32.370		33%	62%	
Tourism, food and wine and hospitality specialisation	14.190		54%	74%	
Mechanics, mechatronics and energy specialisation	12.850		60%	69%	
Transportation and logistics specialisation	8.630		39%	60%	
Social and healthcare specialisation	8.090		50%	82%	
Professional QUALIFICATION (3-year) or Professional DIPLOMA (4-year)	70.390	18%	54%	70%	
Mechanical specialisation	14.230		60%	65%	
Catering specialisation	11.410		55%	80%	
Electrical engineering	6.690		69%	65%	
Logistics systems and services specialisation	5.720		37%	49%	
Construction specialisation	5.540		52%	93%	

Source: Unioncamere - ANPAL, Excelsior Information System, 2023

THE INFLOW IN THE TERRITORIES IN THE MONTH OF FEBRUARY 2023 AND IN THE PERIOD OF FEBRUARY - APRIL 2023

	February		February - April 2023	Variations (a.v.)		% variation forecasted inflow February 2023/2022
	Forecasted inflow	% difficult to recruit	Forecasted inflow	February 2023/2022	Feb - Apr 23/ Feb - Apr 22	
PIEMONTE	26.470	49,8	78.630	+3.130	+9.540	
VALLE D'AOSTA	840	56,2	2.330	+200	+220	
LOMBARDIA	83.470	44,7	247.460	+14.170	+28.260	
LIGURIA	9.410	44,1	33.500	+1.810	+4.510	
TRENTINO ALTO ADIG	8.860	55,4	30.820	+1.700	+2.890	
VENETO	39.450	51,5	123.990	+5.290	+13.040	
FRIULI VENEZIA GIULI	8.150	54,3	25.290	+810	+1.620	
EMILIA ROMAGNA	35.980	51,3	111.800	+6.150	+15.180	
TOSCANA	24.000	48,2	82.580	+5.650	+16.980	
UMBRIA	4.230	54,2	14.030	+940	+2.780	
MARCHE	9.710	48,9	30.180	+2.370	+6.040	
LAZIO	38.530	39,2	115.490	+11.500	+29.510	
ABRUZZO	7.830	51,0	23.310	+1.010	+4.190	
MOLISE	1.390	42,6	3.900	+140	+200	
CAMPANIA	30.400	41,9	96.850	+5.290	+15.810	
PUGLIA	19.220	41,1	59.350	+2.580	+7.460	
BASILICATA	2.530	47,5	7.600	+290	+230	
CALABRIA	6.520	43,7	19.160	+1.470	+4.070	
SICILIA	20.530	40,3	63.720	+2.850	+9.320	
SARDEGNA	8.230	43,9	28.600	+780	+2.790	
NORTH WEST	120.190	45,9	361.920	+19.310	+42.540	
NORTH EAST	92.440	52,0	291.900	+13.950	+32.740	
CENTRAL	76.460	44,1	242.280	+20.460	+55.320	
SOUTH AND ISLANDS	96.630	42,6	302.480	+14.410	+44.070	
ITALY	503.670	45,6	1.307.070	+46.020	+148.920	



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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