



Press release

Labour: 585 thousand hires forecast in July and nearly 1.5 million by September

Two-thirds of hires from services and tourism. The difficulty in recruiting of professions requested is growing (47.9%) in particular for metallurgy, construction and mechatronics

Rome, 5 July 2023 – Companies have planned over 585 thousand new hires in July (on fixed-term contracts lasting more than one month or on permanent contracts), reaching almost 1.5 million in the entire July-September trimester. The overall forecasts show a positive trend both compared to the month of July 2022 (+80 thousand hires) and the quarter July-September 2022 (+197 thousand). In July, the difficulty encountered by companies in recruiting staff increased, involving 47.9%, around 8 points more than in July 2022.

Outlining this scenario is the *Excelsior Information System* bulletin, created by **Unioncamere** and **Anpal**¹.

Small companies with less than 50 employees plan 67.2% of the total hiring planned for the month of July 2023, while medium-sized companies with 50-250 employees plan 16.8% and medium-large companies with more than 250 employees the remaining 16%. In July industry is looking for around 150 thousand hires (+19 thousand compared to July 2022) and over 400 thousand in the July-September quarter (+56 thousand compared to the same period of the previous year), mainly due to hirings in the construction sector (57 thousand in the month and 158 thousand in the quarter). Manufacturing companies are planning 92 thousand hires in July, rising to 247 thousand in the entire July-September trimester. Services foresees 436 thousand hires in July (+61 thousand compared to a year ago) and over 1 million in the quarter (+141 thousand compared to 2022). Tourism offers the greatest employment opportunities with over 170 thousand contracts to be activated, followed by trade (78 thousand) and personal services (60 thousand). In July, the increase on an annual basis in the forecast is confirmed both for permanent contracts (+18 thousand units; +22.5%) and for fixed-term and seasonal contracts (+57 thousand; +19,5%) and apprenticeships (+8 thousand; +35.3%); while occasional and VAT-contracts decreased (-10 thousand; -31.6%).

In the month of July there are over 280 thousand personnel searches for which companies declare difficulty in recruiting. Metallurgy and metal product companies (61.5% of the sought profiles difficult to find) encounter the most critical issues, followed by construction (60.9%), mechatronics (59%), wood-furniture (58.3%), fashion (54.1%) and tourism (53.7%). The business area with the greatest difficulty in finding personnel is "Installation and maintenance" area (63.3%), followed by "Design, research and development" area (61.6%) and "IT systems" area (55.3%).

¹ The July forecasts are based on interviews conducted on a sample of around 99 thousand companies in the industry and services with employees registered in the Chambers of Commerce register. The interviews were conducted between 15 May 2023 and 31 May 2023.

Excelsior Borsino of professions indicates for the group of intellectual, scientific and highly specialized professions high difficulties for engineers (61% is difficult to find) and for analysts and specialists in application design (54.3%). For qualified professions in commercial and service activities, there are significant difficulties in finding professions specialized in health and social services (57.8%) as well as aesthetic care operators (56.3%). Smelters, welders, tinsmiths, coppersmiths, metal carpentry fitters (70.5%) and specialized workers involved in finishing constructions (69.9%) are the professions that are more difficult to find among specialized workers, while for plant operators the most difficult figures to find are workers assigned to automatic and semi-automatic machines for metalworking (66.6%) and motor vehicle drivers (62.2%).

The demand of foreign workers is growing, going from 91 thousand contracts last year to 120 thousand expected for July 2023 (corresponding to 20.5% of total hires).

At the territorial level, companies in the North East report the high mismatch with a difficulty to recruit that concerns 53.7% of the profiles sought, followed by the North West (48.9%), the Center (45.9%) and the South and Islands (43.8%).

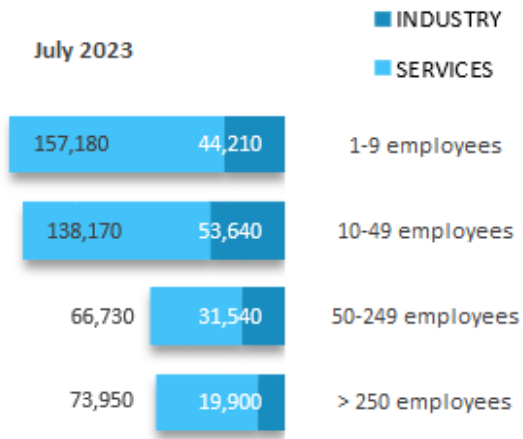
INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR

	Total inflow		Variation July 2023-July 2019		Variation July 2023 - July 2022		Variation July-Sep. 23/ July-Sep.22	
	planned July 2023	planned July-Sep. 23	v.a.	%	v.a.	%	v.a.	%
TOTAL	585,310	1,476,188	157,623	36.9	80,085	15.9	197,380	15.4
INDUSTRY	149,283	405,131	33,346	28.8	19,365	14.9	55,987	16.0
<i>Manufacturing and PU</i>	92,246	246,966	9,022	10.8	3,761	4.3	13,002	5.6
Food, beverage and tobacco industries	20,649	46,988	1,989	10.7	-789	-3.7	-937	-2.0
Textile, clothing and footwear industries	8,286	24,143	-587	-6.6	1,282	18.3	3,920	19.4
Wood and furniture industries	4,257	12,410	1,121	35.7	44	1.0	125	1.0
Paper, paper transformation and printing industries	2,577	7,439	521	25.3	348	15.6	974	15.1
Chemical-pharmaceutical, plastic and rubber industries	7,687	21,850	1,173	18.0	20	0.3	471	2.2
Non-metallic mineral processing and mining industries	3,104	8,329	786	33.9	339	12.3	750	9.9
Metallurgical and metal products industries	16,859	47,489	865	5.4	989	6.2	2,721	6.1
Mechanical and electronics industries	21,738	60,885	3,079	16.5	1,687	8.4	5,287	9.5
Other industries	7,089	17,433	75	1.1	-159	-2.2	-309	-1.7
<i>Construction</i>	57,037	158,165	24,324	74.4	15,604	37.7	42,985	37.3
SERVICES	436,027	1,071,057	124,277	39.9	60,720	16.2	141,393	15.2
Commerce	78,488	196,977	19,342	32.7	12,777	19.4	37,421	23.5
Accommodation and catering services; tourist services	170,647	351,087	75,101	78.6	49,938	41.4	101,903	40.9
Transport, logistics and warehousing services	40,762	110,053	7,876	23.9	4,762	13.2	13,188	13.6
Media and communication services	6,826	21,288	2,933	75.3	2,046	42.8	9,224	76.5
IT and telecommunications services	12,123	32,970	1,945	19.1	-1,430	-10.6	-2,538	-7.1
Advanced business support services	18,712	52,064	3,829	25.7	-2,581	-12.1	-1,597	-3.0
Financial and insurance services	3,739	9,421	680	22.2	-941	-20.1	-1,871	-16.6
Operational support services for businesses and individuals	44,543	112,189	5,381	13.7	-100	-0.2	1,120	1.0
Personal services	60,187	185,008	7,190	13.6	-3,751	-5.9	-15,457	-7.7

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

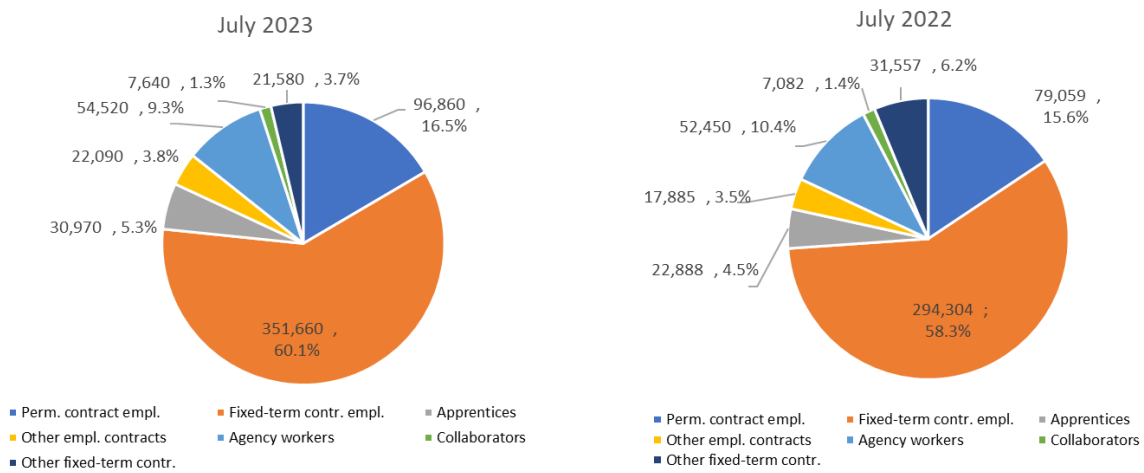
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

INFLOW OF WORKERS FORECAST BY COMPANIES BY COMPANY SIZE (a.v.; %)



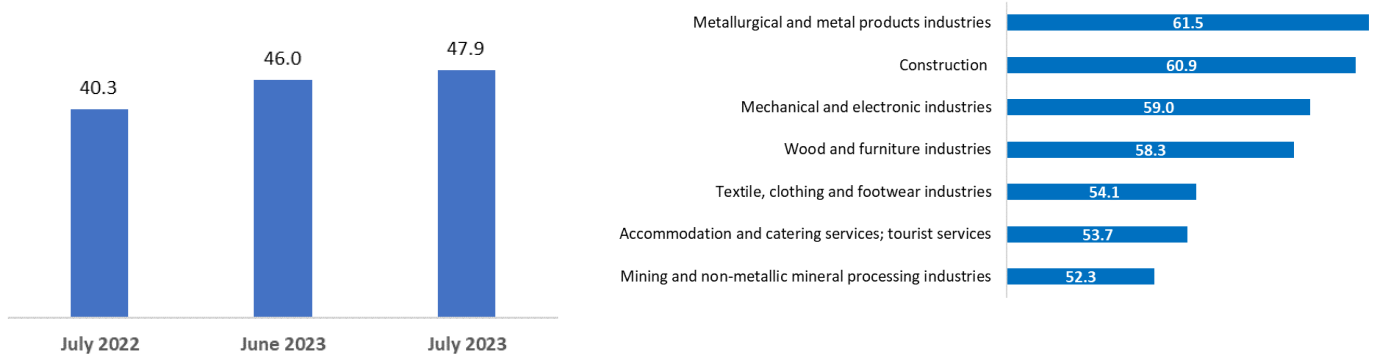
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

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



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

DIFFICULTY IN RECRUITING AND SECTORS WITH GREATER DIFFICULTY (%)



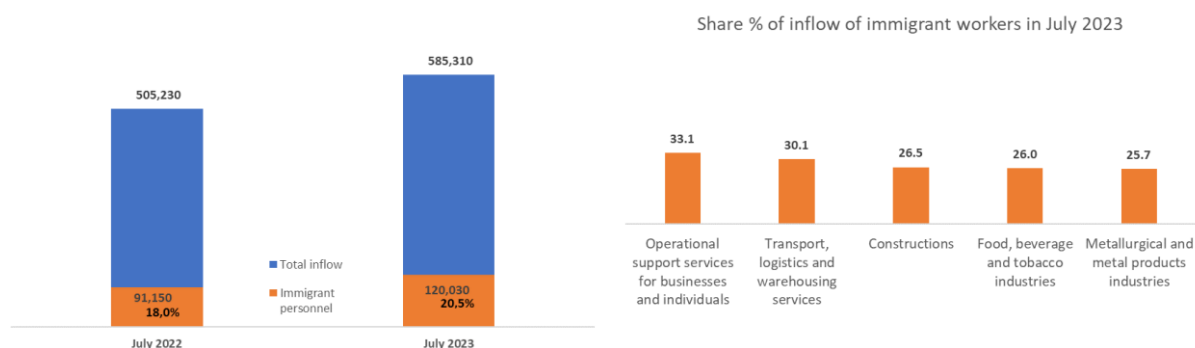
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

INFLOW OF WORKERS FORECAST BY COMPANIES AND DIFFICULTY IN RECRUITING BY BUSINESS AREAS (a.v.; %)

BUSINESS AREA	Expected inflows	% difficult to recruit
	585,320	47.9
General direction, staff and human resources organisation	2,950	40.6
Secretariat, staff and general services	7,660	29.4
Information systems	8,670	55.3
Administrative and legal area	6,830	33.2
Management control and finance area	12,640	36.4
Planning and research and development	12,010	61.6
Installation and maintenance	45,950	63.3
Certification and quality control, safety and environment	13,120	35.8
Area of production of goods and provision of service	302,540	51.3
Sales	72,100	35.6
Marketing, commercial, communication and public relations	11,550	49.9
Customer assistance	26,940	37.3
Purchasing and internal handling of goods	16,000	33.1
Transportation and distribution	46,360	47.8

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 JULY 2023 *

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

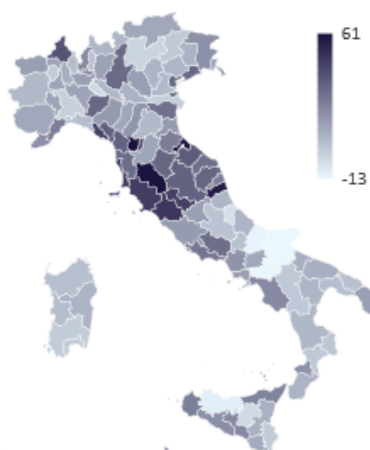
	INFLOW FORECAST JULY 2023	Distribu tion x 1000	Difficulty in recruiting (%)	INFLOW FORECAST july-september 2023
INFLOW	585,310	1,000	47.9	1,476,190
MANAGERS	670	1.2	54.0	1,830
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	24,030	41.1	47.8	81,510
Engineers	4,780	8.2	61.0	12,200
Specialists in management, commercial and banking sciences	5,270	9.0	38.6	13,630
Specialists in artistic-expressive disciplines	2,410	4.1	28.4	6,190
Analysts and experts in designing applications	2,240	3.8	54.3	6,610
TECHNICAL PROFESSIONS	56,210	96.0	54.0	169,490
IT, telematics and telecommunications technicians	7,730	13.2	55.3	23,110
Engineering technicians	5,170	8.8	65.6	14,440
Goods and services production processes management technicians	4,970	8.5	67.2	13,400
Optical and audio-video equipment technicians	2,090	3.6	38.4	6,430
Health technicians	9,530	16.3	63.9	33,960
Technicians of the organisation and administration of production activities	4,430	7.6	44.6	13,370
Market relations technicians	9,670	16.5	48.1	28,570
Commercial distribution technicians	2,610	4.5	60.2	7,120
Teachers in vocational training, instructors, coaches, athletes and similar professions	2,480	4.2	66.6	8,680
IMPIEGATI	41,920	71.6	35.1	110,370
Secretarial and general affairs office staff	15,140	25.9	36.7	41,980
Counter and money transactions office staff	2,360	4.0	28.5	5,860
Customer reception and information office staff	13,770	23.5	38.9	33,780
Logistics administrative management office staff	4,900	8.4	26.3	13,060
Economic, accounting and financial management office staff	3,680	6.3	39.3	10,660
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	220,210	376.2	47.7	485,670
Sales people	53,280	91.0	31.3	125,520
Catering business operators	140,410	239.9	54.6	292,480
Qualified professions in health and social services	7,260	12.4	57.8	22,960
Beauty treatment professionals	4,700	8.0	56.3	10,700
Skilled professions in personal services	6,250	10.7	35.2	17,600
Skilled professions in security, surveillance and safekeeping services	6,490	11.1	32.4	11,810
OPERAI SPECIALIZZATI	86,280	147.4	62.2	235,410
Specialised labourers in construction and building maintenance	24,930	42.6	61.6	68,020
Building finisher artisans and specialised labourers	14,090	24.1	69.9	42,050
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	7,120	12.2	70.5	20,280
Blacksmith ironworkers, tool makers and similar professions	3,390	5.8	68.3	10,920
Artisan mechanics, fitters, repairers and maintenance technicians for stationary machinery	10,730	18.3	64.7	29,450
Electrical and electronic equipment installation and maintenance artisans and technicians	6,820	11.6	59.8	17,310
Artisans and specialised workers in food processing	7,020	12.0	46.0	15,040
Artisans and specialised workers in textile and clothing	3,120	5.3	59.4	7,270
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	65,570	112.0	49.1	175,080
Automatic and semi-automatic machinery workers for metal processing and for other industries	4,970	8.5	66.6	13,170
Operators of machinery for the manufacture of rubber items and plastic materials	2,100	3.6	51.3	5,900
Workers assigned to machinery in the industry of textiles, garments and similar products	3,040	5.2	59.8	8,130
Workers assigned to assembly of industrial products	5,460	9.3	51.9	14,580
Workers assigned to industrial product packaging machines	4,680	8.0	20.7	13,340
Workers assigned to stationary machinery for the food industry	6,030	10.3	21.0	12,510
Motor vehicle drivers	23,240	39.7	62.2	64,380
Operators of earthmoving, lifting and material handling machinery	8,230	14.1	46.7	23,450
UNSKILLED PROFESSIONS	90,410	154.5	36.2	216,840
Unskilled staff assigned to moving and delivery of goods	24,130	41.2	33.5	64,780
Unskilled cleaning service staff	52,310	89.4	37.1	117,110
Unskilled staff assigned to custodial services for buildings, equipment and goods	4,440	7.6	22.7	9,480
Unskilled staff assigned to construction services	2,570	4.4	42.6	9,060
Unskilled staff assigned to manufacturing	3,030	5.2	42.9	7,800

* 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 JULY 2023 AND IN THE PERIOD JULY - SEPTEMBER 2023

	July 2023		July - September 2023	Variations (a.v.)		Variation % forecast inflow july 2023/2022
	Forecast inflow	% difficult to recruit	Forecast inflow	july 2023/2022	jul - sep 23/ jul - sep 22	
PIEMONTE	33,920	52.0	93,650	+2,930	+6,700	
VALLE D'AOSTA	2,670	57.1	5,030	+370	+750	
LOMBARDIA	97,530	47.6	284,730	+13,820	+40,000	
LIGURIA	16,240	49.6	37,160	+2,340	+3,170	
TRENTINO ALTO ADIGE	22,350	61.6	46,930	+1,130	+4,930	
VENETO	52,600	51.4	141,560	+6,600	+18,470	
FRIULI VENEZIA GIULIA	12,300	53.3	31,190	+1,840	+4,320	
EMILIA ROMAGNA	52,750	52.7	137,590	+9,900	+23,430	
TOSCANA	41,440	49.5	100,430	+10,480	+23,010	
UMBRIA	7,800	54.6	20,070	+2,140	+4,900	
MARCHE	18,200	49.7	41,640	+4,890	+8,770	
LAZIO	56,400	40.8	153,180	+9,420	+33,650	
ABRUZZO	13,280	49.1	30,790	+610	+1,240	
MOLISE	2,090	45.5	4,920	-160	-320	
CAMPANIA	46,240	41.9	108,960	+6,640	+11,720	
PUGLIA	33,890	42.2	76,240	+2,110	+3,770	
BASILICATA	4,500	45.6	10,140	+210	-340	
CALABRIA	16,240	46.5	31,310	+1,190	+2,260	
SICILIA	33,150	43.0	79,100	+2,750	+5,260	
SARDEGNA	21,750	46.0	41,590	+890	+1,720	
NORTH WEST	150,360	48.9	420,560	+19,450	+50,610	
NORTH EAST	139,990	53.7	357,260	+19,480	+51,150	
CENTRAL	123,850	45.9	315,310	+26,920	+70,320	
SOUTH AND ISLANDS	171,120	43.8	383,060	+14,240	+25,300	
ITALY	585,310	47.9	1,476,190	+80,090	+197,380	



Source: Unioncamere - ANPAL, Excelsior Information System, 2023

For further information:

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