



Press release

## **Labour: 443 thousand hires planned by companies in April and over 1.5 million by June**

### **Tourism and personal services drive the labour demand**

Rome, 6 April 2023 – 443 thousand hires are planned by companies in April and over 1.5 million for the April-June trimester, with an increase in the demand for labour of around 76 thousand units compared to April 2022 (+20.6%) and 186 thousand units on the corresponding quarter (+13.5%).

The greatest job opportunities are offered by the tourism with 108 thousand workers wanted in concomitance with the Easter holidays. Outlining this scenario is the *Excelsior Information System* bulletin, created by **Unioncamere** and **Anpal**<sup>1</sup>.

Industry plans 105 thousand hires for the month and about 400 thousand for the trimester, up to 2.6% and 13.1% respectively compared to a year ago.

In April, manufacturing industries are seeking 70 thousand workers, rising to 280 thousand in the quarter. Mechatronics offers the greatest job opportunities (15 thousand contracts to be activated in the month and around 51 thousand in the quarter), followed by metallurgy companies (13 thousand in the month and 46 thousand in the quarter), those of fashion (10 thousand in the month and 27 thousand in the quarter) and chemical-pharmaceutical industry (9 thousand in the month and 31 thousand in the quarter). The construction sector plans 35 thousand entries for the month, rising to 120 thousand in the quarter.

Services are looking for 338 thousand workers in the month and about 1.2 million by June, which correspond to increases of 27.5% and 13.6% respectively. In the tourism sector the labour demand is significant with 108 thousand job opportunities offered in the month and over 393 thousand in the April-June trimester. There are also many job opportunities offered by personal services<sup>2</sup> with 75 thousand planned entries for the month and 254 thousand for the quarter. Next, transport, logistics and warehousing services (about 40 thousand contracts in the month and 115 thousand in the quarter) and commerce (45 thousand in the month and 175 thousand in the quarter).

The request for immigrant personnel is growing, reaching almost 93 thousand units in April (+44.5% compared to the same period of 2022), equal to about 21% of the total hires planned. The difficulty in recruiting personnel is still high (45.2%, +4.8 p.p. compared to a year ago).

Forecast are raising for stable permanent contracts (+22.5%) and for fixed-term and seasonal contracts (+22.7%).

Among the most difficult figures to find, the Borsino of professions in the Information System *Excelsior* reports, for technical and highly specialised professions, health technicians (61.3%), production process management technicians (60.7%), engineering technicians (59.9%), analysts and experts in designing applications (59.6%); while among the figures of specialised labourers, blacksmiths, tool makers (76.8%), building finishing specialised workers (72.4%) and smelters, welders, tinsmiths, boilermakers, metal structure fitters (71.5%).

<sup>1</sup> The April forecasts are based on interviews conducted on a sample of over 115 thousand companies. The interviews were conducted between 20 February 2023 and 7 March 2023.

<sup>2</sup> It includes Education and private training services, Healthcare, social assistance, private health services and recreational and cultural services.

In the end, at the territorial level, a higher growth in hiring is observed for the South and Islands (+36 thousand in April) and for the Central regions (+27 thousand in April), thanks to the very favorable forecasts of tourism, personal services and transport and logistics in Toscana, Lazio, Campania and Sicilia.

**For further information:**

06.4704 264-350 / 348.9025607-366.4157335



**INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR**

	Total inflow		Variation March - April 2023		Variation April 2023 - April 2019		Variation April 2023 - April 2022		Variation Apr.-Jun. 23/Apr.-Jun. 22	
	planned April 2023	planned Apr.- Jun. 23	a.v.	%	a.v.	%	a.v.	%	a.v.	%
<b>TOTAL</b>	<b>443,300</b>	<b>1,566,020</b>	<b>25,610</b>	<b>6.1</b>	<b>28,240</b>	<b>6.8</b>	<b>75,580</b>	<b>20.6</b>	<b>186,180</b>	<b>13.5</b>
<b>INDUSTRY</b>	<b>105,310</b>	<b>399,620</b>	<b>-29,500</b>	<b>-21.9</b>	<b>-9,460</b>	<b>-8.2</b>	<b>2,710</b>	<b>2.6</b>	<b>46,270</b>	<b>13.1</b>
<b>Manufacturing and PU</b>	<b>70,350</b>	<b>279,740</b>	<b>-16,470</b>	<b>-19.0</b>	<b>-12,170</b>	<b>-14.7</b>	<b>1,290</b>	<b>1.9</b>	<b>46,670</b>	<b>20.0</b>
Food, beverage and tobacco industries	8,490	28,440	-2,570	-23.2	-2,520	-22.9	-410	-4.6	-3,870	-12.0
Textile, clothing and footwear industries	9,900	27,020	-360	-3.5	-1,870	-15.9	2,450	32.9	1,850	7.3
Wood and furniture industries	3,340	16,560	-1,290	-27.9	-20	-0.6	40	1.2	4,930	42.3
Paper, paper transformation and printing industries	1,760	11,000	-870	-33.2	-290	-14.1	-310	-14.8	4,130	60.2
Chemical-pharmaceutical, plastic and rubber industries	8,720	31,020	450	5.5	1,270	17.1	1,620	22.8	8,310	36.6
Non-metallic mineral processing and mining industries	2,580	10,670	-710	-21.6	-400	-13.3	-210	-7.6	1,590	17.5
Metallurgical and metal products industries	12,970	46,320	-5,560	-30.0	-4,020	-23.7	-1,430	-9.9	-1,980	-4.1
Mechanical and electronics industries	15,430	50,550	-7,170	-31.7	-4,780	-23.7	-2,610	-14.4	-8,940	-15.0
Other industries	7,150	58,160	1,620	29.2	460	6.9	2,150	42.9	40,650	232.2
<b>Construction</b>	<b>34,960</b>	<b>119,880</b>	<b>-13,040</b>	<b>-27.2</b>	<b>2,710</b>	<b>8.4</b>	<b>1,410</b>	<b>4.2</b>	<b>-400</b>	<b>-0.3</b>
<b>SERVICES</b>	<b>337,990</b>	<b>1,166,400</b>	<b>55,110</b>	<b>19.5</b>	<b>37,700</b>	<b>12.6</b>	<b>72,880</b>	<b>27.5</b>	<b>139,910</b>	<b>13.6</b>
Commerce	45,060	174,970	-12,110	-21.2	-12,130	-21.2	-1,370	-2.9	750	0.4
Accommodation and catering services; tourist services	108,440	393,240	38,030	54.0	10,510	10.7	30,260	38.7	49,640	14.4
Transport, logistics and warehousing services	39,580	114,960	8,270	26.4	7,060	21.7	11,080	38.9	16,250	16.5
Media and communication services	3,920	9,570	-1,360	-25.7	920	30.7	-230	-5.4	-4,790	-33.4
IT and telecommunications services	10,980	33,470	-1,730	-13.6	1,100	11.1	-220	-2.0	-1,530	-4.4
Advanced business support services	15,760	46,930	-5,630	-26.3	-1,240	-7.3	-830	-5.0	-6,720	-12.5
Financial and insurance services	5,000	14,550	1,070	27.4	1,450	40.9	1,080	27.5	420	3.0
Operational support services for businesses and individuals	34,060	124,610	-3,110	-8.4	-4,740	-12.2	2,660	8.5	5,630	4.7
Personal services	75,200	254,100	31,680	72.8	34,760	85.9	30,440	68.0	80,260	46.2

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

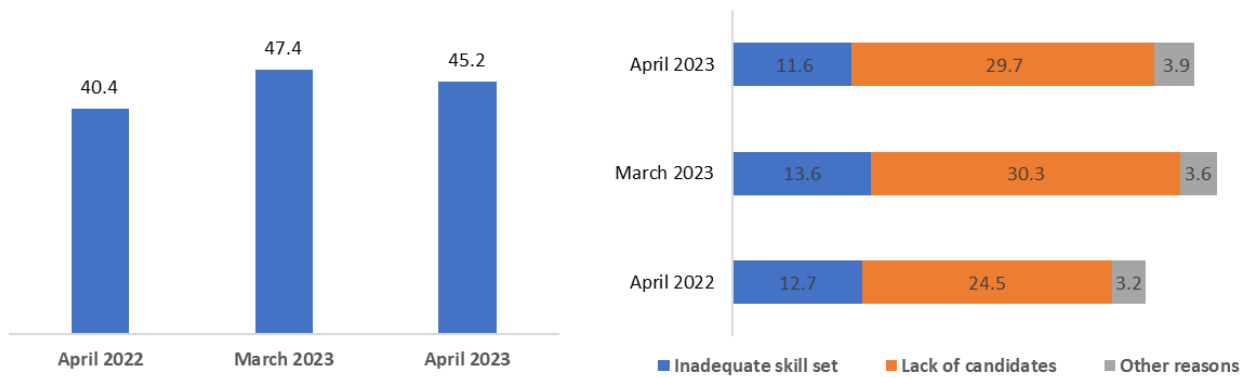
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

For further information:

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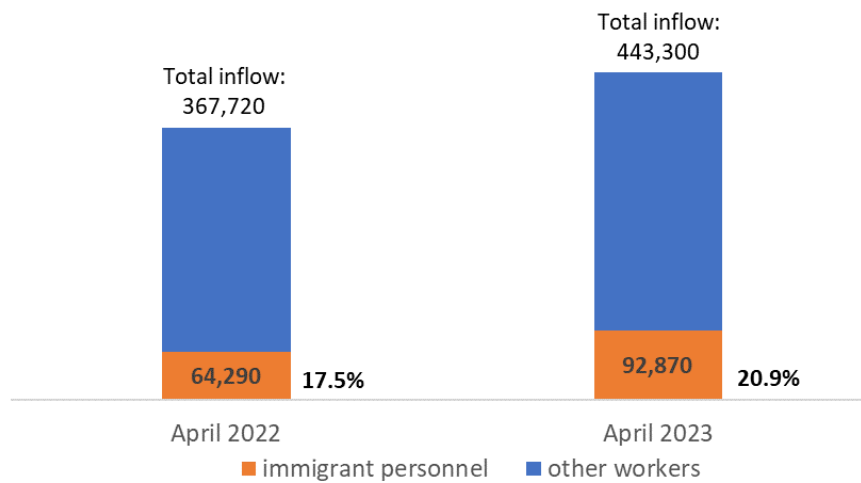


### DIFFICULTY IN RECRUITING AND REASONS (%)



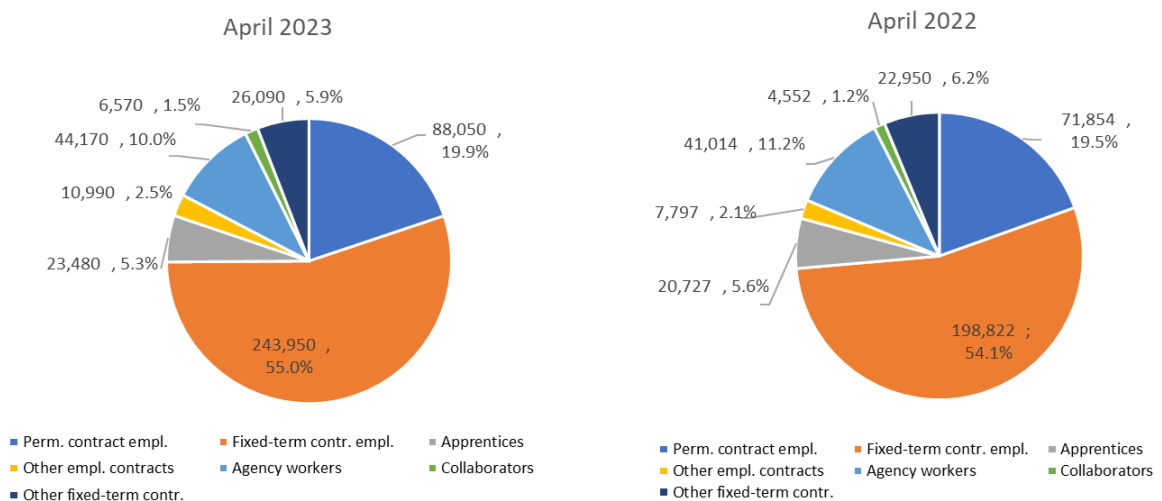
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

### IMMIGRANT PERSONNEL (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

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**THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF APRIL 2023 \***

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

	INFLOW EXPECTED APRIL 2023	Distribution x 1000	Difficulty in recruiting (%)	INFLOW EXPECTED april - june 2023
<b>INFLOW</b>	<b>443,300</b>	<b>1,000</b>	<b>45.2</b>	<b>1,566,020</b>
<b>MANAGERS</b>	<b>610</b>	<b>1.4</b>	<b>42.9</b>	<b>1,840</b>
<b>INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS</b>	<b>24,950</b>	<b>56.3</b>	<b>48.1</b>	<b>79,150</b>
Engineers	4,100	9.3	58.2	12,540
Specialists in management, commercial and banking sciences	4,310	9.7	41.0	15,190
Analysts and experts in designing applications	2,610	5.9	59.6	8,470
<b>TECHNICAL PROFESSIONS</b>	<b>61,020</b>	<b>137.6</b>	<b>50.2</b>	<b>181,470</b>
IT, telematics and telecommunications technicians	6,330	14.3	53.7	20,900
Engineering technicians	4,360	9.8	59.9	15,140
Goods and services production processes management technicians	4,650	10.5	60.7	15,330
Health technicians	15,080	34.0	61.3	35,450
Technicians of the organisation and administration of production activities	4,710	10.6	40.6	13,790
Financial and insurance activities technicians	2,600	5.9	36.1	7,390
Market relations technicians	9,590	21.6	48.4	31,160
Commercial distribution technicians	3,030	6.8	56.7	9,270
Teachers in vocational training, instructors, coaches, athletes	3,720	8.4	27.7	11,420
<b>OFFICE WORKERS</b>	<b>38,990</b>	<b>88.0</b>	<b>32.8</b>	<b>129,520</b>
Secretarial and general affairs office staff	14,490	32.7	30.6	46,870
Customer reception and information office staff	13,670	30.8	34.8	46,810
Logistics administrative management office staff	3,960	8.9	31.3	13,530
Economic, accounting and financial management office staff	3,080	6.9	40.6	10,400
<b>SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES</b>	<b>139,080</b>	<b>313.7</b>	<b>43.1</b>	<b>521,520</b>
Sales people	28,520	64.3	30.8	115,010
Catering business operators	81,940	184.8	46.0	310,790
Qualified professions in health and social services	10,850	24.5	53.7	28,380
Beauty treatment professionals	4,350	9.8	49.3	16,150
Skilled professions in personal services	8,200	18.5	49.9	20,120
Skilled professions in security, surveillance and safekeeping services	3,630	8.2	26.5	25,220
<b>ARTISANS, SPECIALISED LABOURERS AND AGRICULTURALISTS</b>	<b>57,980</b>	<b>130.8</b>	<b>61.7</b>	<b>208,220</b>
Specialised labourers in construction and building maintenance	14,810	33.4	51.4	51,310
Building finisher artisans and specialised labourers	8,740	19.7	72.4	32,320
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	5,300	11.9	71.5	19,220
Blacksmith ironworkers, tool makers and similar professions	3,350	7.5	76.8	11,370
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	7,750	17.5	64.0	28,330
Electrical and electronic equipment installation and maintenance artisans and specialised labourers	3,480	7.9	59.5	15,520
Artisans and specialised workers in food processing	3,130	7.1	59.9	9,200
Artisans and specialised workers in textile and clothing	3,580	8.1	59.9	11,570
<b>PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS</b>	<b>52,580</b>	<b>118.6</b>	<b>53.0</b>	<b>184,200</b>
Automatic and semi-automatic machinery workers for metal processing and for mineral products	3,640	8.2	63.4	11,690
Workers assigned to machinery in the industry of textiles, garments and similar	2,670	6.0	55.9	8,300
Workers assigned to assembly of industrial products	4,580	10.3	52.0	16,380
Workers assigned to industrial product packaging machines	3,370	7.6	21.4	11,580
Motor vehicle drivers	22,500	50.8	65.0	74,880
Operators of earthmoving, lifting and material handling machinery	6,380	14.4	40.8	22,650
<b>UNSKILLED PROFESSIONS</b>	<b>68,100</b>	<b>153.6</b>	<b>31.2</b>	<b>260,100</b>
Unskilled staff assigned to moving and delivery of goods	18,000	40.6	29.1	57,660
Unskilled cleaning service staff	37,910	85.5	31.0	154,210
Unskilled staff assigned to custodial services for buildings, equipment and goods	2,880	6.5	11.3	14,030
Unskilled staff assigned to construction services	2,650	6.0	47.1	6,860
Unskilled staff assigned to manufacturing	3,210	7.2	41.6	12,900

\* 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, 2023

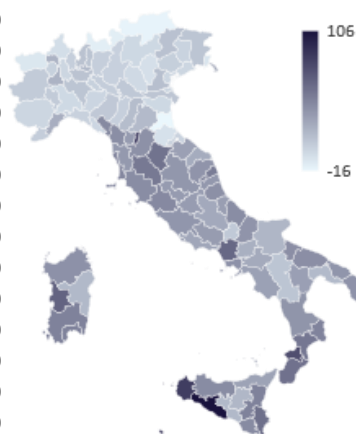
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## THE INFLOW IN THE TERRITORIES IN THE MONTH OF APRIL 2023 AND IN THE PERIOD OF APRIL - JUNE 2023

	April 2023		April - June 2023	Variations (a.v.)		% Variation forecasted inflow april 2023/2022
	Forecasted inflow	% difficult to recruit	Forecasted inflow	april 2023/2022	apr - jun 23/ apr - jun 22	
PIEMONTE	25,290	49.5	82,610	+1,220	-1,210	
VALLE D'AOSTA	720	54.5	4,080	-60	-440	
LOMBARDIA	78,190	46.6	251,880	+6,670	+7,510	
LIGURIA	13,380	45.2	43,360	+980	+1,550	
TRENTINO ALTO ADIGE	10,060	52.8	43,410	-800	-5,750	
VENETO	39,860	50.0	134,940	+1,320	-1,360	
FRIULI VENEZIA GIULIA	8,390	56.1	28,800	+700	+590	
EMILIA ROMAGNA	36,400	50.6	131,850	+1,660	+390	
TOSCANA	38,920	47.1	123,770	+11,810	+26,660	
UMBRIA	5,730	45.9	17,550	+1,480	+2,310	
MARCHE	12,150	45.7	47,880	+2,920	+8,190	
LAZIO	43,410	39.0	150,910	+11,240	+27,950	
ABRUZZO	9,520	49.3	40,360	+2,470	+8,490	
MOLISE	1,540	49.9	6,360	+330	+1,470	
CAMPANIA	40,780	40.7	133,980	+11,120	+34,410	
PUGLIA	24,970	39.1	106,730	+6,220	+25,650	
BASILICATA	2,960	44.7	11,870	+450	+1,970	
CALABRIA	7,950	41.4	38,860	+2,610	+9,910	
SICILIA	27,560	36.3	99,920	+8,780	+23,750	
SARDEGNA	15,500	44.6	66,910	+4,460	+14,140	
<b>NORTH WEST</b>	<b>117,580</b>	<b>47.1</b>	<b>381,920</b>	<b>+8,810</b>	<b>+7,420</b>	
<b>NORTH EAST</b>	<b>94,710</b>	<b>51.1</b>	<b>339,000</b>	<b>+2,890</b>	<b>-6,140</b>	
<b>CENTRAL</b>	<b>100,220</b>	<b>43.3</b>	<b>340,110</b>	<b>+27,450</b>	<b>+65,110</b>	
<b>SOUTH AND ISLANDS</b>	<b>130,800</b>	<b>40.8</b>	<b>504,980</b>	<b>+36,440</b>	<b>+119,800</b>	
<b>ITALY</b>	<b>443,300</b>	<b>45.2</b>	<b>1,566,020</b>	<b>+75,580</b>	<b>+186,180</b>	



Source: Unioncamere - ANPAL, Excelsior Information System, 2023