



Press release

Labour, positive prospects for the summer: 568 thousand hires forecast by companies in June and almost 1.4 million by August

Tourism and manufacturing drive job demand. Permanent contracts are growing

Rome, 8 June 2023 – Companies have planned around 568 thousand new hires in June (on fixed-term contracts lasting more than one month or on permanent contracts), reaching almost 1.4 million in the entire June-August trimester, with an increase of over 9 thousand units compared to June 2022 (+1.5%) and approximately 37 thousand units over the same quarter of 2022 (+2.8%).

In the month, tourism and manufacturing (respectively with over 7 thousand and 4 thousand hires more than a year ago) support the demand for labour, while construction, personal services, financial and insurance services and IT and telecommunications services record a decrease. Also for June, the difficulty encountered by companies in recruiting staff is confirmed: almost half of the sought workers are difficult to find (+6.8 pps on June 2022). Outlining this scenario is the Excelsior Information System bulletin, created by Unioncamere and Anpal¹.

In June, industry is looking for around 134 thousand workers, rising to 348 thousand in the June-August trimester. For the manufacturing sector, which is searching 89 thousand workers in the month and 237 thousand in the quarter, the largest job opportunities concern mechatronics industries which need 22 thousand workers in the month and 58 thousand in the quarter, followed by the metallurgical and metal products industries (about 18 thousand in the month and 45 thousand in the quarter) and food industries (13 thousand in the month and 46 thousand in the quarter). For the construction sector are planned 44 thousand hires in the month and around 111 thousand hires in the quarter.

434 thousand job contracts are forecast by services sector in the current month and over 1 million for the June-August trimester. Tourism offers the greatest employment opportunities with over 164 thousand workers sought in the month and around 353 thousand in the quarter, followed by the personal services sector (71 thousand in the month and 165 thousand in the quarter) and trade (69 thousand in the month and 171 thousand in the quarter).

The difficulty in recruiting confirms May's high data, settling at 46.0%. Excelsior Borsino of professions indicates, among the technical and highly specialized professions, life sciences specialists (pharmacists, biologists, agronomists, etc.) with a rate of 80.3% in difficulty in recruiting, followed by engineering technicians (68.9%) and goods and services production processes management technicians (68.5%), while among specialised labourers building

¹ The June forecasts are based on interviews conducted on a sample of around 110 thousand companies. The interviews were conducted between 17 April 2023 and 4 May 2023.

finisher artisans and specialised labourers (72.5%) and smelters, welders, tinsmiths, boilermakers, metal structure fitters (70.7%).

The forecast for permanent contracts is increasing (compared to June 2022 +12 thousand units; +14.8%), also as a result of the high difficulty in finding personnel; while on the other hand the increase is less significant for fixed-term and seasonal contracts (compared to the previous year +8 thousand; + 2.3%) and decrease the forecasts for collaborations and VAT contracts (compared to 2022 -15 thousand; -40.5%) and agency contracts (-2 thousand; - 2.9%). Furthermore, the demand for immigrant workers is still growing with 114 thousand entries scheduled in the month (+18 thousand compared to the same period in 2022), equal to 20.1% of the total.

At the territorial level, companies in the North East report the high mismatch, with a difficulty to recruit that concerns 52% of the profiles sought, with peaks of 57.8% for Trentino-Alto Adige. Mismatch stands at 47.1% for companies in the North West, 42.5% for companies in the South and Islands and 42.4% for companies in the Centre.

INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR

	Total inflow		Variation May - June 2023		Variation June 2023 - June 2019		Variation June 2023 - June 2022		Variation June-Aug. 23/ June-Aug. 22	
	planned June 2023	planned June - Aug. 23	a.v.	%	a.v.	%	a.v.	%	a.v.	%
TOTAL	567,990	1,373,010	101,240	21.7	94,430	19.9	8,640	1.5	36,890	2.8
INDUSTRY	133,730	348,370	1,640	1.2	21,870	19.6	2,420	1.8	20,220	6.2
<i>Manufacturing and PU</i>	89,290	237,440	2,410	2.8	11,220	14.4	4,290	5.0	14,830	6.7
Food, beverage and tobacco industries	12,920	46,110	1,620	14.3	1,760	15.7	-170	-1.3	-780	-1.7
Textile, clothing and footwear industries	10,230	22,460	-430	-4.1	-180	-1.8	1,500	17.2	4,520	25.2
Wood and furniture industries	4,550	11,430	0	-0.0	1,300	40.1	20	0.3	280	2.5
Paper, paper transformation and printing industries	2,670	6,950	70	2.7	560	26.6	260	10.9	780	12.6
Chemical-pharmaceutical, plastic and rubber industries	7,980	20,680	70	0.9	1,280	19.1	40	0.5	490	2.4
Non-metallic mineral processing and mining industries	3,240	8,110	40	1.3	260	8.8	140	4.4	780	10.7
Metallurgical and metal products industries	17,850	45,130	-410	-2.2	1,960	12.3	610	3.6	2,220	5.2
Mechanical and electronics industries	22,350	57,940	-20	-0.1	3,810	20.5	1,390	6.6	5,080	9.6
Other industries	7,500	18,630	1,470	24.3	480	6.8	500	7.2	1,470	8.5
<i>Construction</i>	44,440	110,920	-770	-1.7	10,650	31.5	-1,870	-4.0	5,390	5.1
SERVICES	434,270	1,024,640	99,600	29.8	72,560	20.1	6,220	1.5	16,680	1.7
Commerce	69,130	171,210	11,300	19.5	3,810	5.8	-580	-0.8	620	0.4
Accommodation and catering services; tourist services	164,490	352,860	57,010	53.0	38,770	30.8	7,120	4.5	7,860	2.3
Transport, logistics and warehousing services	40,790	107,040	3,330	8.9	6,420	18.7	3,790	10.2	12,110	12.8
Media and communication services	7,300	19,330	-1,480	-16.9	3,420	88.3	2,260	44.8	6,790	54.1
IT and telecommunications services	11,830	31,390	10	0.1	1,900	19.1	-1,050	-8.1	-1,720	-5.2
Advanced business support services	19,810	50,450	-570	-2.8	3,920	24.7	40	0.2	650	1.3
Financial and insurance services	3,710	9,290	280	8.1	-320	-8.0	-2,400	-39.3	-3,690	-28.4
Operational support services for businesses and individuals	46,090	117,900	7,460	19.3	3,970	9.4	-190	-0.4	900	0.8
Personal services	71,120	165,180	22,260	45.6	10,670	17.7	-2,760	-3.7	-6,830	-4.0

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

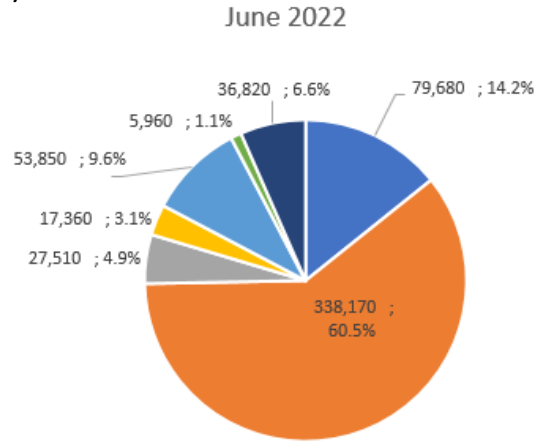
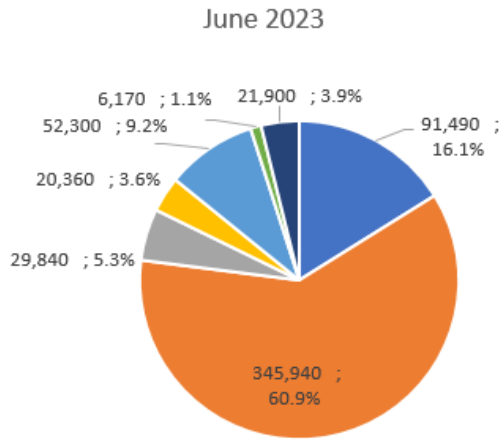
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

For further information:

06.4704 264-350 / 348.9025607-366.4157335



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

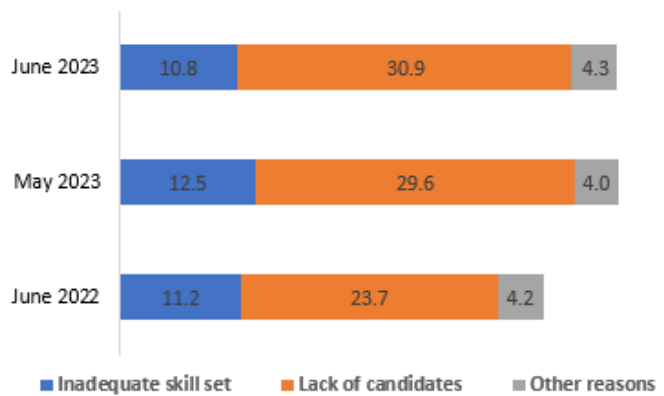
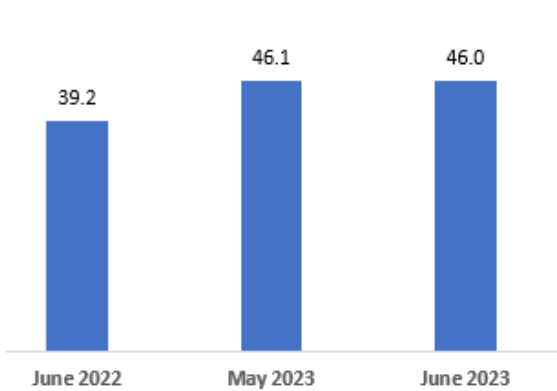


- Perm. contract empl.
- Fixed-term contr. empl.
- Apprentices
- Other empl. contracts
- Agency workers
- Collaborators
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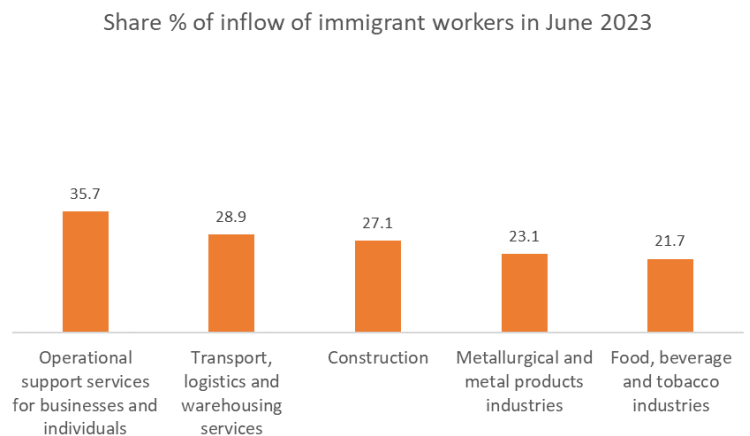
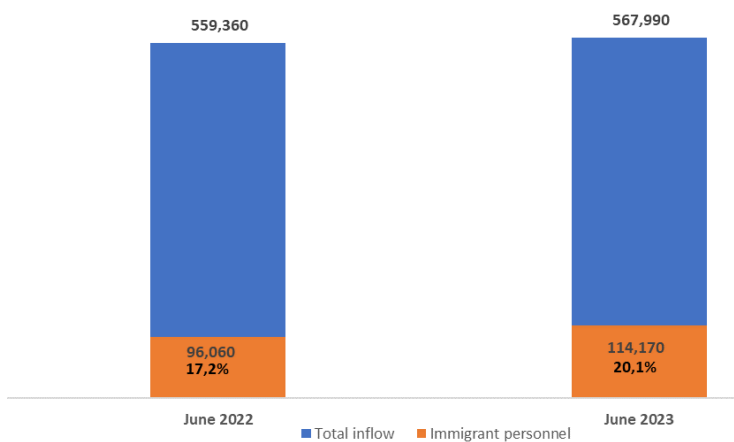
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

DIFFICULTY IN RECRUITING AND REASONS (%)



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

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

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

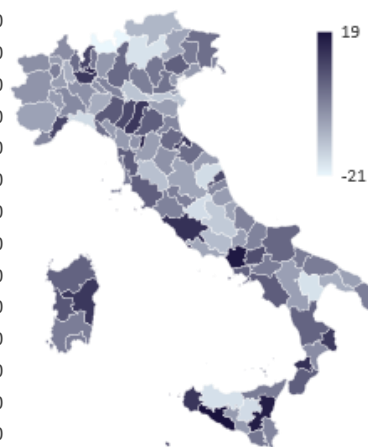
	INFLOW FORECAST JUNE 2023	Distribu tion x 1000	Difficulty in recruiting (%)	INFLOW FORECAST June-August 2023
INFLOW	567,990	1,000	46.0	1,373,010
MANAGERS	590	1.0	53.8	1,590
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	24,740	43.5	49.5	61,950
Engineers	4,360	7.7	57.6	11,220
Life sciences specialists	2,750	4.8	80.3	4,680
Specialists in management, commercial and banking sciences	4,540	8.0	42.5	12,390
Analysts and experts in designing applications	2,730	4.8	59.0	6,510
TECHNICAL PROFESSIONS	57,350	101.0	52.0	145,800
IT, telematics and telecommunications technicians	8,130	14.3	52.2	21,380
Engineering technicians	5,840	10.3	68.9	13,670
Goods and services production processes management technicians	4,410	7.8	68.5	10,850
Health technicians	9,980	17.6	60.5	26,120
Technicians of the organisation and administration of production activities	5,360	9.4	43.5	13,090
Market relations technicians	9,950	17.5	48.4	25,010
Commercial distribution technicians	2,670	4.7	60.1	6,330
OFFICE WORKERS	44,210	77.8	36.2	105,800
Secretarial and general affairs office staff	15,420	27.1	34.7	36,810
Customer reception and information office staff	15,830	27.9	40.6	36,480
Logistics administrative management office staff	5,270	9.3	38.1	12,700
Economic, accounting and financial management office staff	3,410	6.0	37.1	8,800
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	211,460	372.3	44.2	475,120
Sales people	47,130	83.0	28.4	115,200
Catering business operators	133,320	234.7	49.5	290,410
Qualified professions in health and social services	7,580	13.4	56.4	20,610
Beauty treatment professionals	4,940	8.7	59.0	10,030
Skilled professions in personal services	4,790	8.4	40.5	13,500
Skilled professions in security, surveillance and safekeeping services	11,200	19.7	35.0	19,810
ARTISANS, SPECIALISED LABOURERS AND AGRICULTURALISTS	72,210	127.1	61.5	190,320
Specialised labourers in construction and building maintenance	16,430	28.9	55.5	43,570
Building finisher artisans and specialised labourers	12,820	22.6	72.5	32,770
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	7,460	13.1	70.7	18,670
Blacksmith ironworkers, tool makers and similar professions	3,830	6.7	66.6	10,090
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	9,550	16.8	66.5	25,920
Electrical and electronic equipment installation and maintenance artisans and specialised labourers	5,570	9.8	55.8	14,920
Artisans and specialised workers in food processing	3,150	5.5	50.3	12,880
Artisans and specialised workers in textile and clothing	3,710	6.5	52.2	8,650
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	61,650	108.5	49.5	165,330
Automatic and semi-automatic machinery workers for metal processing and for mineral products	5,020	8.8	57.2	12,090
Workers assigned to machinery in the industry of textiles, garments and similar	3,660	6.4	65.0	7,620
Workers assigned to assembly of industrial products	6,480	11.4	51.4	14,890
Workers assigned to industrial product packaging machines	3,800	6.7	20.9	12,480
Workers assigned to stationary machinery for the food industry	3,240	5.7	29.5	13,250
Motor vehicle drivers	23,210	40.9	59.2	60,310
Operators of earthmoving, lifting and material handling machinery	6,710	11.8	41.6	19,620
UNSKILLED PROFESSIONS	95,790	168.6	35.9	227,090
Unskilled staff assigned to moving and delivery of goods	23,640	41.6	28.8	60,640
Unskilled cleaning service staff	55,630	97.9	38.8	130,700
Unskilled staff assigned to custodial services for buildings, equipment and goods	5,860	10.3	23.4	11,580
Unskilled staff assigned to construction services	2,600	4.6	42.5	5,370
Unskilled staff assigned to manufacturing	3,740	6.6	42.3	9,270

* 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 JUNE 2023 AND IN THE PERIOD JUNE - AUGUST 2023

	June 2023		June - August 2023	Variations (a.v.)		Variation % forecast inflow June 2023/2022
	Forecast inflow	% difficult to recruit	Forecast inflow	June 2023/2022	Jun - Aug 23/ Jun - Aug 22	
PIEMONTE	30,220	50.5	80,250	-1,300	-1,800	
VALLE D'AOSTA	2,660	53.4	5,680	-70	-210	
LOMBARDIA	94,230	45.9	238,590	+5,290	+17,570	
LIGURIA	17,230	47.0	39,270	-890	-910	
TRENTINO ALTO ADIGE	21,390	57.8	48,090	-3,340	-7,270	
VENETO	51,640	52.6	126,730	-520	-520	
FRIULI VENEZIA GIULIA	11,160	51.3	28,500	+160	+520	
EMILIA ROMAGNA	57,120	48.9	131,850	+3,240	+8,450	
TOSCANA	38,770	45.8	88,290	-460	+2,820	
UMBRIA	5,850	52.0	15,750	-310	+350	
MARCHE	17,850	44.2	38,780	-580	+490	
LAZIO	53,390	38.3	128,680	+4,320	+8,030	
ABRUZZO	14,090	46.3	32,810	-820	-890	
MOLISE	2,100	53.6	5,110	-40	-260	
CAMPANIA	38,100	41.7	103,150	+2,450	+9,240	
PUGLIA	36,680	42.3	83,390	-170	-160	
BASILICATA	3,630	42.5	10,030	-440	-620	
CALABRIA	15,180	45.1	36,190	+800	+570	
SICILIA	31,930	42.4	78,490	+320	+1,330	
SARDEGNA	24,780	39.3	53,430	+1,020	+180	
NORTH WEST	144,340	47.1	363,780	+3,020	+14,650	
NORTH EAST	141,310	51.8	335,160	-470	+1,180	
CENTRAL	115,850	42.4	271,490	+2,970	+11,680	
SOUTH AND ISLANDS	166,490	42.5	402,580	+3,120	+9,390	
ITALY	567,990	46.0	1,373,010	+8,640	+36,890	



Source: Unioncamere - ANPAL, Excelsior Information System, 2023