Labour: 477 thousand new hires forecast by companies in October, -27 thousand compared to a year ago

The negative trend has intensified for the end of the year: -10.4% between October and December

Rome, 14 October 2022 – An inflow of 477 thousand personnel is planned by companies for October and 1.2 million for the October-December trimester, with a decrease compared to the previous year of 5.4% during the month and 10.4% in the trimester. The less favourable prospects, due to the slowing down of the global and European economy mainly linked to the increase in energy prices, inflation and the geopolitical situation, weigh mostly on the recruitment programmes of manufacturing (-28.0% during the month and -26.5% in the trimester), commerce (-5.8% during the month and -11.2% in the trimester) and business services companies[1] (-8.6% during the month and -15.1% in the trimester). Despite the decline in recruitment forecasts, the share of new hires that companies consider difficult to achieve reaches 45.5%, a figure 9 per cent higher than a year ago.

The Excelsior Information System bulletin, created by **Unioncamere** and **Anpal**[2], outlines this scenario.

The industry plans 147 thousand new hires in October and 370 thousand for the October-December trimester. Both during the month and in the trimester, the greatest job opportunities are offered by construction companies that plan respectively 53 thousand and 131 thousand new contracts (+2.2% and +3.9% compared to the same period in 2021). For all manufacturing sectors, negative forecasts are recorded compared to October 2021: -33.3% for the chemical-rubber-plastics sector, -30.4% metallurgy, -28.7% for mechanics and electronics. The services sectors plan a total of 330 thousand new hires during the month and 850 thousand in the trimester, thanks above all to the forecasts, which are still growing compared to 2021, of the tourism companies with 70 thousand new hires in October (+37.4% compared to the 2021 forecasts) and 184 thousand new hires in the October-December trimester (10.9% compared to 2021).

Fixed-term contracts are confirmed as the form of contract most proposed, with 246 thousand units, equal to 51.5% of the total, although down compared to October 2021 when they represented 55.8% of the total. These are followed by permanent contracts (94 thousand units, 19.7%), agency worker contracts (50 thousand, 10.5%) and other non-employee contracts (39 thousand, 8.1%). Apprenticeship contracts are proposed with 25 thousand new hires (5.3%), while collaboration contracts and other employee contracts types are indicated with 23 thousand new hires (4.9%).

---

[1] Transport and logistics services, IT and telecommunications services, advanced and operational business support services, media and communication services, financial services.

[2] The October forecasts are based on interviews conducted on a sample of 90,000 companies. The interviews were obtained between 01 September and 16 September 2022

For further information:
348.9025607-331.6098963

The difficulty in recruiting personnel, which concerns a total of 45.5% of new hires, reaches 60.7% for specialised labourers, 47.5% for technical professions, 46.8% for professions skilled in commercial activities and in services and 46.1% for intellectual, scientific and highly specialised professions.

At territorial level, companies in the North West recorded the greatest decline in planned new hires both during the month (-17 thousand units) and in the trimester (-54 thousand). Following on are the companies in the North East (-6 thousand during the month and -38 thousand in the trimester), those in the South and islands (-2 thousand during the month and -30 thousand in the trimester) and lastly those in the Central area (-2 thousand during the month and -18 thousand in the trimester).
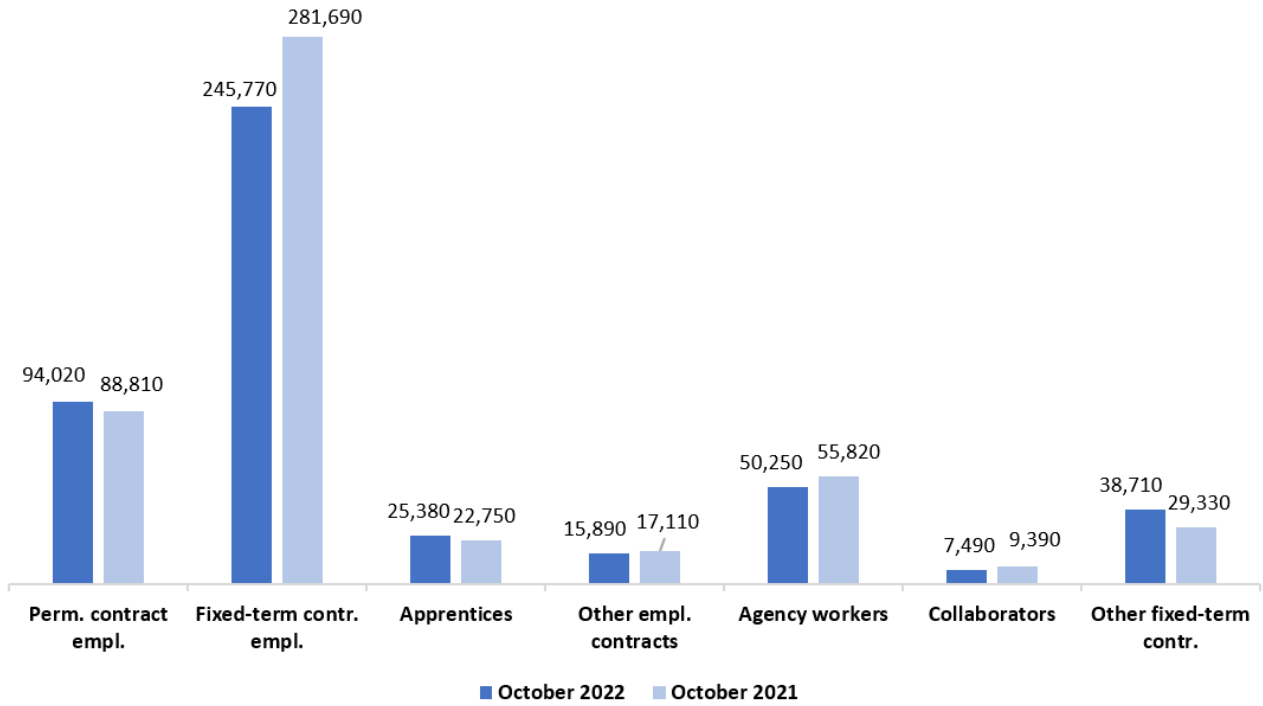
INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR

	Total inflow		Variation October- September 2022		Variation October 2022-October 2021		Variation Oct-Dec22/ Oct-Dec21	
	planned October 2022	planned Oct-Dec22	a.v.	%	a.v.	%	a.v.	%
TOTAL	**477,510**	**1,220,180**	**-46,730**	**-8.9**	**-27,400**	**-5.4**	**-141,300**	**-10.4**
INDUSTRY	**147,310**	**370,220**	**-8,590**	**-5.5**	**-35,570**	**-19.5**	**-81,570**	**-18.1**
Manufacturing and PU	94,440	239,480	-4,350	-4.4	-36,720	-28.0	-86,450	-26.5
of which								
Chemical-pharmaceutical, plastic and rubber industries	8,660	22,810	-600	-6.5	-4,330	-33.3	-10,900	-32.3
Metallurgical and metal products industries	18,880	48,060	-1,070	-5.4	-8,260	-30.4	-20,180	-29.6
Mechanical and electronics industries	24,500	63,730	-770	-3.0	-9,850	-28.7	-29,450	-31.6
Food, beverage and tobacco industries	14,484	34,982	-160	-1.1	-4,282	-22.8	-11,160	-24.2
Textile, clothing and footwear industries	10,483	24,783	-691	-6.2	-3,694	-26.1	-7,229	-22.6
Construction	52,870	130,740	-4,250	-7.4	1,140	2.2	4,880	3.9
SERVICES	**330,200**	**849,960**	**-38,140**	**-10.4**	**8,170**	**2.5**	**-59,730**	**-6.6**
of which								
Commerce	64,820	174,730	3,830	6.3	-3,970	-5.8	-22,000	-11.2
Accommodation and catering services; tourist services	69,940	184,190	-4,380	-5.9	19,030	37.4	18,130	10.9
Transport, logistics and warehousing services	37,885	98,877	-2,333	-5.8	-3,296	-8.0	-19,196	-16.3
IT and telecommunications services	13,930	39,480	-2,140	-13.3	90	0.6	2,470	6.7
Personal services	72,250	169,000	-27,810	-27.8	4,730	7.0	1,480	0.9

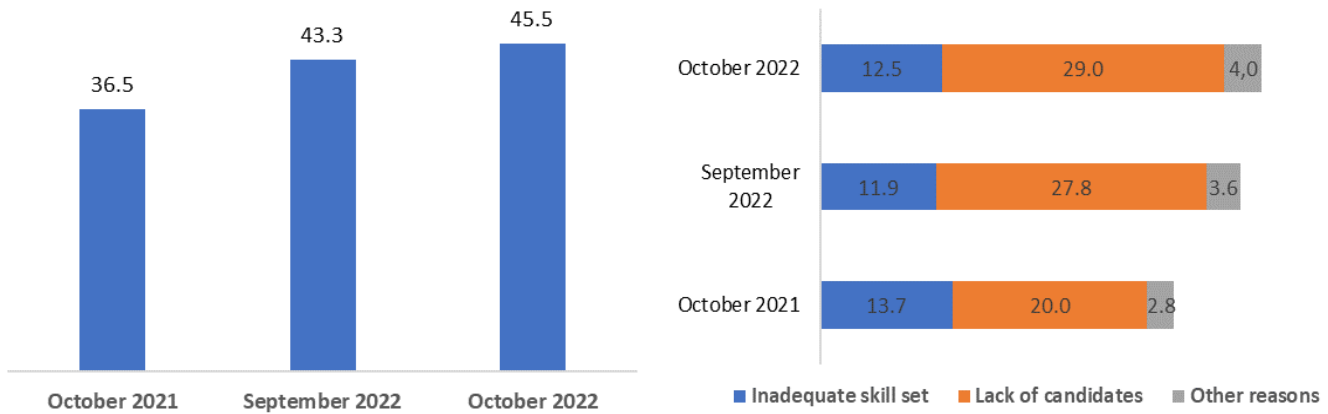Absolute values rounded to the nearest ten. The totals may not coincide with the sum of the single values.

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

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

Contract type	October 2022	October 2021
Perm. contract empl.	94,020	88,810
Fixed-term contr. empl.	245,770	281,690
Apprentices	25,380	22,750
Other empl. contracts	15,890	17,110
Agency workers	50,250	55,820
Collaborators	7,490	9,390
Other fixed-term contr.	38,710	29,330

■ October 2022   ■ October 2021

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

DIFFICULTY IN RECRUITING AND REASONS (%)

October 2021	36.5
September 2022	43.3
October 2022	45.5

	Inadequate skill set	Lack of candidates	Other reasons
October 2022	12.5	29.0	4,0
September 2022	11.9	27.8	3.6
October 2021	13.7	20.0	2.8

■ Inadequate skill set   ■ Lack of candidates   ■ Other reasons

Source: Unioncamere - ANPAL, Excelsior Information System, 2022

THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF OCTOBER 2022 * according to the classification of professions - ISTAT 2011 (3 digit)				
	INFLOW FORECAST FOR OCTOBER	Distribution x 1000	Difficulty in recruiting (%)	INFLOW FORECAST October - December 2022
INFLOW	**477,510**	**1,000**	**45.5**	**1,220,180**
MANAGERS	**1,350**	**2.8**	**76.1**	**3,720**
INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS	**35,040**	**73.4**	**45.0**	**88,980**
Experts in mathematical, computer, chemistry, physical and natural sciences	5,620	11.8	54.1	16,580
Engineers and similar professions	7,080	14.8	51.2	20,110
Life sciences specialists	2,090	4.4	66.4	5,420
Specialists in management, commercial and banking sciences	4,530	9.5	36.4	12,580
Primary and pre-primary school teachers and similar professions	4,050	8.5	36.1	7,710
Other teaching and education specialists	4,420	9.3	50.5	8,940
TECHNICAL PROFESSIONS	**69,560**	**145.7**	**47.5**	**179,720**
IT, telematics and telecommunications technicians	8,650	18.1	56.6	24,570
Engineering technicians	5,570	11.7	57.7	16,000
Goods and services production processes management technicians	5,190	10.9	47.2	12,990
Health technicians	13,660	28.6	57.4	33,230
Technicians of the organisation and administration of production activities	5,900	12.4	50.9	14,060
Market relations technicians	11,520	24.1	45.8	30,940
Commercial distribution technicians and similar professions	4,140	8.7	53.4	10,350
Teachers in vocational training, instructors, coaches, athletes and similar professions	6,520	13.7	26.3	14,790
OFFICE WORKERS	**36,610**	**76.7**	**30.4**	**99,100**
Secretarial and general affairs office staff	17,000	35.6	34.9	42,840
Counter and money transactions office staff	2,230	4.7	16.4	6,680
Customer reception and information office staff	9,030	18.9	25.7	26,230
Logistics administrative management office staff	3,720	7.8	35.3	10,570
Economic, accounting and financial management office staff	3,730	7.8	29.5	10,180
SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES	**122,050**	**255.6**	**46.8**	**315,280**
Sales people	38,440	80.5	29.2	108,060
Catering business operators	58,280	122.1	60.0	145,330
Qualified professions in health and social services	9,840	20.6	43.6	24,390
Beauty treatment professionals	5,910	12.4	59.4	14,010
Skilled professions in personal and similar services	5,620	11.8	36.7	12,850
Skilled professions in cultural, safety, surveillance and safekeeping services	2,390	5.0	26.1	6,970
SPECIALISED LABOURERS	**81,400**	**170.5**	**60.7**	**200,000**
Artisans and specialised labourers in construction and building maintenance	21,740	45.5	52.5	50,870
Building finisher artisans and specialised labourers	13,580	28.4	71.2	35,720
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and similar professions	8,320	17.4	66.2	19,750
Blacksmith ironworkers, tool makers and similar professions	4,940	10.3	56.7	12,230
Artisan mechanics, fitters, repairers and maintenance technicians for stationary and mobile machines	9,670	20.3	67.3	24,590
Electrical and electronic equipment installation and maintenance artisans and specialised labourers.	6,440	13.5	63.4	17,550
Artisans and specialised workers in food processing	4,350	9.1	58.2	10,320
Textiles and clothing artisans and specialised workers	3,010	6.3	56.5	6,070
PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS	**69,630**	**145.8**	**44.8**	**171,680**
Automatic and semi-automatic machinery workers for metal processing and for mineral products	5,110	10.7	65.7	11,860
Operators of machinery for the manufacture of rubber items and plastic materials	2,350	4.9	60.4	6,030
Workers assigned to machinery in the industry of textiles, garments and similar	3,300	6.9	43.5	8,070
Workers assigned to assembly of industrial products	5,810	12.2	44.4	13,310
Workers assigned to industrial product packaging machines	4,900	10.3	27.6	10,660
Workers assigned to stationary machinery for the food industry	2,480	5.2	42.2	5,940
Motor vehicle drivers	28,920	60.6	46.2	73,500
Operators of earthmoving, lifting and material handling machinery	9,820	20.6	45.3	24,450
UNSKILLED PROFESSIONS	**61,890**	**129.6**	**29.8**	**161,700**
Unskilled staff assigned to moving an delivery of goods	18,770	39.3	18.7	49,200
Unskilled cleaning service staff	32,540	68.1	32.5	84,930

* 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

For further information:
348.9025607-331.6098963

INFLOW WITHIN THE TERRITORIES IN THE MONTH OF OCTOBER 2022 AND DURING THE PERIOD OF OCTOBER - DECEMBER 2022

	October 2022		October - December 2022	Variations (a.v.)	
	Forecasted inflow	% difficult to recruit	Forecasted inflow	October 2022/2021	October - December 2022/2021
PIEMONTE	33,950	47.8	87,460	-5,600	-11,220
VALLE D'AOSTA	990	55.7	6,390	-160	-240
LOMBARDIA	100,220	45.3	258,510	-10,940	-40,060
LIGURIA	10,940	47.8	28,600	+30	-2,770
TRENTINO ALTO ADIGE	9,410	57.7	42,550	-990	-7,910
VENETO	45,510	52.0	113,670	-4,110	-19,150
FRIULI VENEZIA GIULIA	9,940	53.9	25,000	-1,160	-5,010
EMILIA ROMAGNA	43,090	48.8	106,350	+450	-6,300
TOSCANA	29,350	49.8	72,950	-1,880	-7,380
UMBRIA	5,390	51.6	13,880	-90	-440
MARCHE	11,950	46.8	29,720	-1,410	-4,310
LAZIO	49,280	37.9	124,800	+960	-6,400
ABRUZZO	9,350	49.4	23,770	-620	-3,620
MOLISE	1,760	41.0	4,230	-120	-910
CAMPANIA	38,840	39.4	93,370	-1,810	-10,190
PUGLIA	26,110	41.3	63,550	-1,010	-8,040
BASILICATA	3,300	46.7	7,670	+30	-1,300
CALABRIA	9,080	40.7	22,230	+10	-1,670
SICILIA	28,610	39.5	69,180	+1,130	-1,230
SARDEGNA	10,460	44.1	26,330	-120	-3,150
NORTH WEST	146,100	46.1	380,950	-16,670	-54,300
NORTH EAST	107,940	51.4	287,570	-5,800	-38,370
CENTRAL	95,970	43.4	241,350	-2,430	-18,520
SOUTH AND ISLANDS	127,510	41.2	310,320	-2,500	-30,110
ITALY	**477,510**	**45.5**	**1,220,180**	**-27,400**	**-141,300**

% Variation forecasted inflow October 2022/2021

Source: Unioncamere - ANPAL, Excelsior Information System, 2022