



## Press release

### Labour: over 417 thousand hires expected by companies in March The demand for young workers and immigrant personnel is increasing

Rome, 15 March 2023 – Over 417 thousand hires are forecast by companies for the month of March and around 1.3 million for the entire March-May quarter, with an increase in the demand for labor of almost 59 thousand compared to March 2022 (+16.3%) and +143 thousand compared to the same trimester of 2022 (+12.6%).

The demand for young workers is growing, passing from 101 thousand hires planned in March 2022 to 132 thousand expected for the current month. The demand for immigrant personnel is also increasing, reaching almost 79 thousand hires compared to just over 60 thousand in March 2022. The *Excelsior Information System* bulletin, created by **Unioncamere** and **Anpal**, outlines this scenario<sup>1</sup>.

The industry has planned 135,000 contracts in March, rising to 385,000 in the March-May quarter. For the manufacturing sector, which seeks 87,000 workers in the month and 249,000 in the quarter, the greatest job opportunities concern mechatronics, which seeks 23,000 workers in the month and 64,000 in the quarter, followed by metallurgy (18,000 in the month and 52,000 in the quarter) and food industries (11,000 in the month and 32,000 in the quarter). The demand from the construction sector also remains high: 48,000 work contracts expected in March and 136,000 up to May. The services companies have planned 283,000 employment contracts in March and over 891,000 in the March-May quarter. Tourism offers the largest employment opportunities in services with over 70,000 workers sought in the month and 261,000 in the quarter, followed by trade (57,000 entries expected in the month and 165,000 in the quarter) and services to people<sup>2</sup> (43,000 in the month and 132,000 in the quarter).

The share of inflows hard-to-find stands at 47.4% (+6.3 p.p. compared to a year ago), mainly due to the lack of candidates to fill the open job positions. The wood and furniture industries (59.2%), construction companies (58.5%), metallurgy (58.3%), textile, clothing and footwear industries (58%) encounter the greatest difficulties to recruit.

Compared to a year ago, the recruitment opportunities for young people "under 30s" are increasing, reaching almost 132 thousand units, equal to 31.6% of the total hires expected by companies (+3.4 p.p. compared to March 2022). ICT, paper and printing industries, commerce, financial and insurance services and mechatronic industries stand out because they are looking for young people for over 40% of the contracts to be activated. The share of hires that companies expect to cover seeking immigrant workers stands at 18.8% of total entries, up compared to 16.8% in March 2022 (+2 p.p.). Logistics, operational support services to businesses and individuals, metallurgical industries, wood-furniture

<sup>1</sup>The forecasts for March are based on interviews carried out on a sample of almost 116,000 companies. The interviews were collected in the period 26 January 2023 – 13 February 2023.

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

industries and constructions are the sectors in which the need for immigrant personnel exceeds 20% of the programmed entries.

Inflow of workers is characterized by a prevalence of fixed-term contracts (215 thousand; 51.4% of the total), followed by permanent contracts (88 thousand; 21.2%) and those in administration (45 thousand; 10.7 %).

At the territorial level, it's stressed the high mismatch found by companies in the North East, making it difficult to find around 54% of the profiles sought, with peaks of 59.1% for Trentino-Alto Adige.

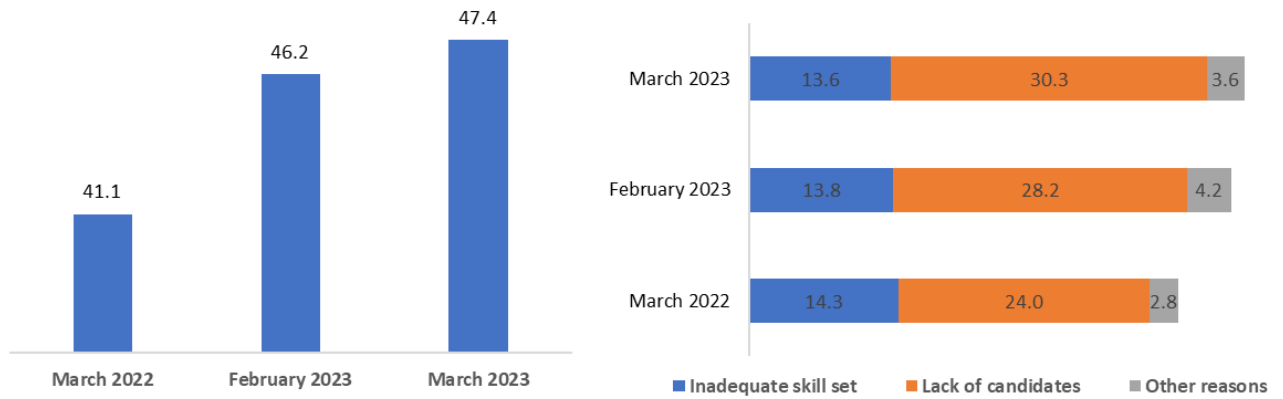
**INFLOW OF WORKERS EXPECTED BY COMPANIES BASED ON BUSINESS SECTOR**

	Total inflow		Change March - February2023		Change March 2023 - March 2019		Change March 2023 - March 2022		Change Mar-May23/Mar-May22	
	Planned March 2023	Planned Mar-May23	a.v.	%	a.v.	%	a.v.	%	a.v.	%
<b>TOTAL</b>	<b>417,690</b>	<b>1,276,600</b>	<b>31,970</b>	<b>8.3</b>	<b>37,510</b>	<b>9.9</b>	<b>58,680</b>	<b>16.3</b>	<b>143,000</b>	<b>12.6</b>
<b>INDUSTRY</b>	<b>134,810</b>	<b>385,330</b>	<b>2,880</b>	<b>2.2</b>	<b>15,960</b>	<b>13.4</b>	<b>22,310</b>	<b>19.8</b>	<b>61,600</b>	<b>19.0</b>
<b>Manufacturing and PU</b>	<b>86,810</b>	<b>248,750</b>	<b>3,220</b>	<b>3.8</b>	<b>330</b>	<b>0.4</b>	<b>11,320</b>	<b>15.0</b>	<b>27,490</b>	<b>12.4</b>
Food, beverage and tobacco industries	11,070	32,370	870	8.5	50	0.4	2,110	23.6	4,990	18.2
Textile, clothing and footwear industries	10,260	30,110	860	9.1	-1,480	-12.6	3,560	53.2	8,490	39.3
Wood and furniture industries	4,640	13,090	40	0.9	920	24.6	190	4.3	1,300	11.0
Paper, paper transformation and printing industries	2,630	7,580	130	5.4	400	18.0	440	19.9	1,030	15.8
Chemical-pharmaceutical, plastic and rubber industries	8,270	23,600	-40	-0.5	200	2.5	690	9.1	760	3.3
Non-metallic mineral processing and mining industries	3,290	9,260	20	0.6	200	6.5	360	12.1	670	7.7
Metallurgical and metal products industries	18,530	52,060	580	3.2	-250	-1.3	640	3.6	2,340	4.7
Mechanical and electronics industries	22,600	63,930	690	3.2	1,020	4.7	2,880	14.6	6,860	12.0
Other industries	5,530	16,750	60	1.1	-740	-11.7	460	9.0	1,060	6.8
<b>Construction</b>	<b>48,000</b>	<b>136,570</b>	<b>-330</b>	<b>-0.7</b>	<b>15,640</b>	<b>48.3</b>	<b>10,990</b>	<b>29.7</b>	<b>34,110</b>	<b>33.3</b>
<b>SERVICES</b>	<b>282,880</b>	<b>891,270</b>	<b>29,090</b>	<b>11.5</b>	<b>21,550</b>	<b>8.2</b>	<b>36,370</b>	<b>14.8</b>	<b>81,400</b>	<b>10.1</b>
Commerce	57,180	165,620	5,600	10.9	2,790	5.1	12,810	28.9	29,610	21.8
Accommodation and catering services; tourist services	70,410	261,490	14,410	25.7	2,260	3.3	6,440	10.1	19,180	7.9
Transport, logistics and warehousing services	31,310	94,660	1,410	4.7	80	0.3	2,920	10.3	8,680	10.1
Media and communication services	5,270	15,320	40	0.7	1,820	52.6	2,090	65.6	5,230	51.8
IT and telecommunications services	12,710	36,760	530	4.3	2,140	20.3	1,130	9.7	3,220	9.6
Advanced business support services	21,390	62,500	390	1.9	4,610	27.5	4,780	28.8	11,840	23.4
Financial and insurance services	3,920	11,140	520	15.3	490	14.3	-1,690	-30.1	-2,770	-19.9
Operational support services for businesses and individuals	37,170	111,590	4,540	13.9	230	0.6	4,240	12.9	10,740	10.6
Personal services	43,520	132,190	1,650	3.9	7,130	19.6	3,650	9.2	-4,330	-3.2

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

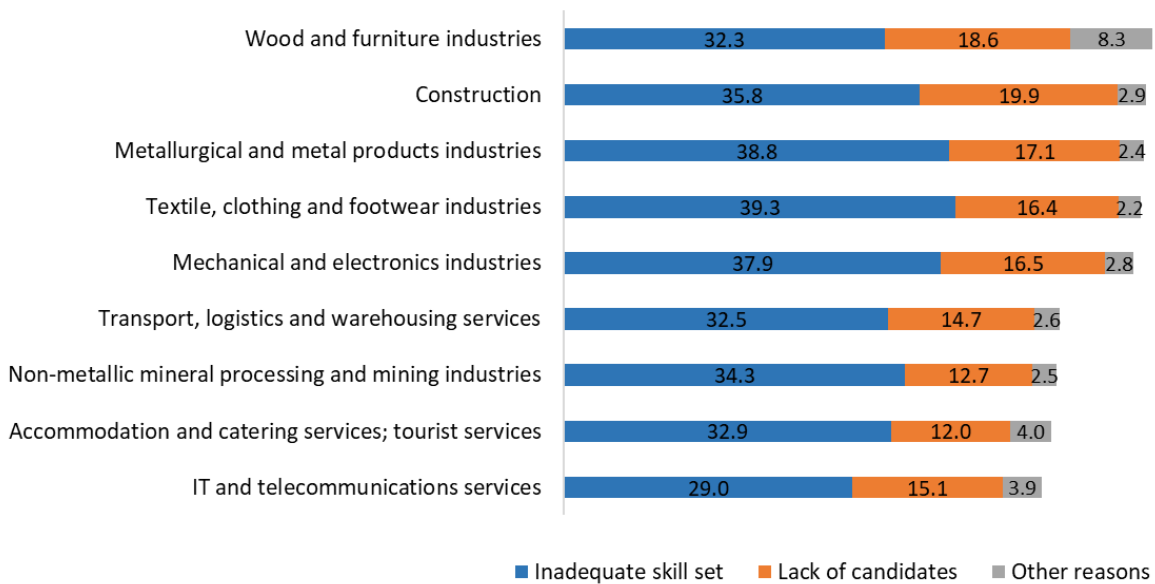
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

### 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

## THE PROFESSIONS MOST IN DEMAND IN THE MONTH OF MARCH 2023 \*

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

	INFLOW EXPECTED IN MARCH 2023	Distribu tion x 1000	Difficulty in recruiting (%)	EXPECTED INFLOW March - May 2023
<b>INFLOW</b>	<b>417,690</b>	<b>1,000</b>	<b>47.4</b>	<b>1,276,600</b>
<b>MANAGERS</b>	<b>870</b>	<b>2.1</b>	<b>63.2</b>	<b>2,480</b>
<b>INTELLECTUAL, SCIENTIFIC AND HIGHLY SPECIALISED PROFESSIONS</b>	<b>25,390</b>	<b>60.8</b>	<b>49.1</b>	<b>71,920</b>
Engineers	4,840	11.6	56.3	14,740
Life sciences specialists	2,140	5.1	69.3	5,050
Specialists in management, commercial and banking sciences	4,880	11.7	42.9	14,820
Analysts and experts in designing applications	2,830	6.8	57.6	8,060
<b>TECHNICAL PROFESSIONS</b>	<b>56,340</b>	<b>134.9</b>	<b>51.8</b>	<b>159,850</b>
IT, telematics and telecommunications technicians	7,540	18.1	53.9	21,850
Engineering technicians	6,420	15.4	58.6	17,060
Goods and services production processes management technicians	5,020	12.0	72.3	14,150
Health technicians	8,250	19.8	64.4	21,820
Technicians of the organisation and administration of production activities	4,900	11.7	38.7	14,950
Market relations technicians	10,770	25.8	47.7	31,700
Commercial distribution technicians	3,380	8.1	61.1	8,990
Teachers in vocational training, instructors, coaches, athletes	2,450	5.9	33.9	6,500
<b>OFFICE WORKERS</b>	<b>38,960</b>	<b>93.3</b>	<b>34.2</b>	<b>114,090</b>
Secretarial and general affairs office staff	15,400	36.9	35.4	43,320
Counter and money transactions office staff	3,020	7.2	43.1	7,520
Customer reception and information office staff	11,640	27.9	30.5	38,010
Logistics administrative management office staff	3,860	9.3	35.4	11,290
Economic, accounting and financial management office staff	3,740	9.0	31.9	9,950
<b>SKILLED PROFESSIONS IN COMMERCIAL ACTIVITIES AND IN SERVICES</b>	<b>103,780</b>	<b>248.5</b>	<b>43.4</b>	<b>348,600</b>
Sales people	33,970	81.3	30.5	100,840
Catering business operators	51,880	124.2	49.9	194,730
Qualified professions in health and social services	5,440	13.0	53.6	16,620
Beauty treatment professionals	4,280	10.2	63.7	10,170
Skilled professions in personal and similar services	3,930	9.4	44.0	10,760
<b>SPECIALISED LABOURERS</b>	<b>73,440</b>	<b>175.8</b>	<b>63.6</b>	<b>215,310</b>
Specialised labourers in construction and building maintenance	17,390	41.6	53.2	53,230
Building finisher artisans and specialised labourers	14,230	34.1	72.4	40,450
Smelters, welders, tinsmiths, boilermakers, metal structure fitters and simila	7,580	18.1	73.4	21,690
Blacksmith ironworkers, tool makers and similar professions	4,440	10.6	74.3	11,800
Artisan mechanics, fitters, repairers and maintenance technicians for station	9,590	23.0	65.0	28,680
Electrical and electronic equipment installation and maintenance artisans a	5,040	12.1	60.4	14,840
Artisans and specialised workers in food processing	2,950	7.1	62.2	9,480
<b>PLANT OPERATORS AND STATIONARY AND MOBILE MACHINERY OPERATORS</b>	<b>54,670</b>	<b>130.9</b>	<b>52.4</b>	<b>158,570</b>
Automatic and semi-automatic machinery workers for metal processing and fi	5,010	12.0	57.4	13,620
Operators of machinery for the manufacture of rubber items and plastic mate	2,330	5.6	44.8	6,390
Workers assigned to machinery in the industry of textiles, garments and simil	3,130	7.5	62.7	9,620
Workers assigned to assembly of industrial products	5,370	12.9	54.3	15,080
Workers assigned to industrial product packaging machines	2,900	7.0	25.0	9,200
Workers assigned to stationary machinery for the food industry	2,090	5.0	38.2	5,980
Motor vehicle drivers	20,330	48.7	63.8	59,890
Operators of earthmoving, lifting and material handling machinery	7,630	18.3	40.8	19,820
<b>UNSKILLED PROFESSIONS</b>	<b>64,240</b>	<b>153.8</b>	<b>34.6</b>	<b>205,780</b>
Unskilled staff assigned to moving an delivery of goods	19,170	45.9	32.8	55,440
Unskilled cleaning service staff	32,690	78.3	35.0	112,510
Unskilled staff assigned to custodial services for buildings, equipment and g	2,780	6.6	23.4	9,100

\* The professions requested for the main professional groups are presented here. Therefore, the sum of the inflow of workers for each "group

For further information, see the website: <http://excelsior.unioncamere.net>

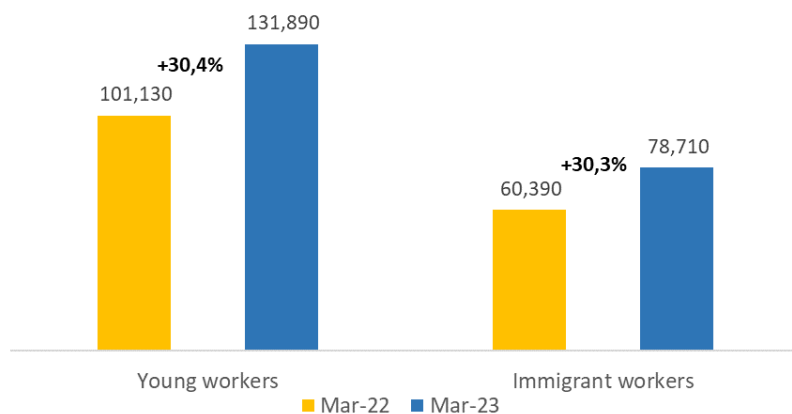
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

For further information:

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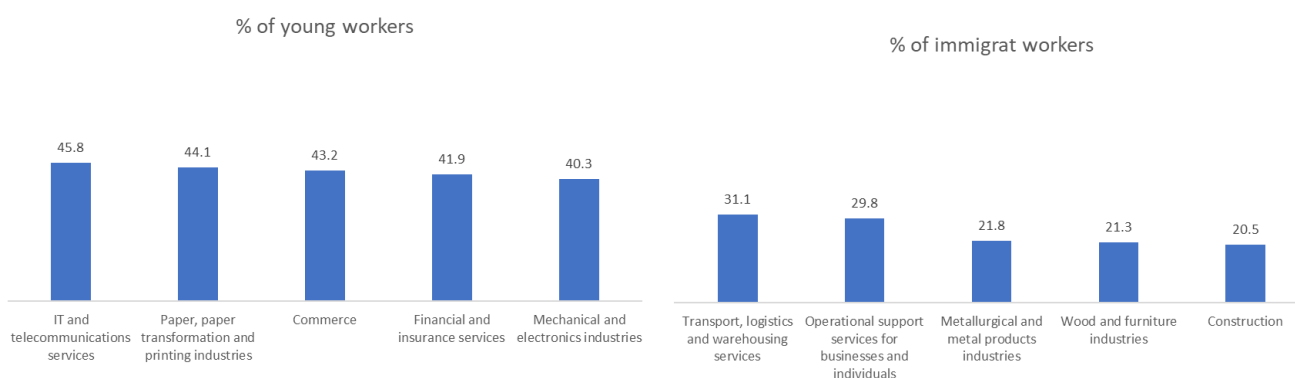


### INFLOW OF YOUNG WORKERS AND IMMIGRANT WORKERS (a.v.; change %)



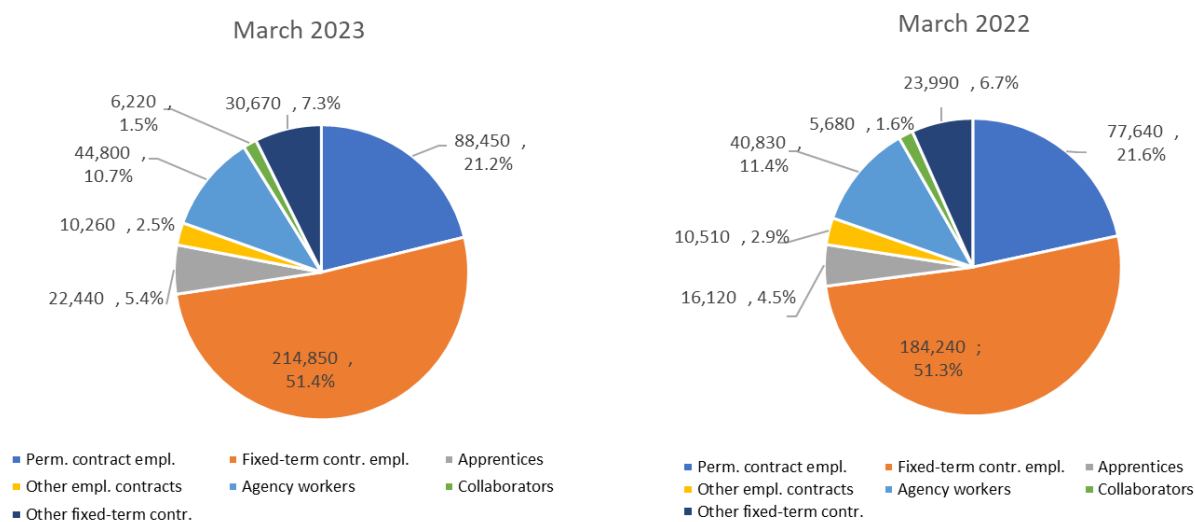
Source: Unioncamere - ANPAL, Excelsior Information System, 2023

### MAIN BUSINESS SECTORS BY SHARE OF HIRES OF YOUNG WORKERS AND IMMIGRANT WORKERS (%)



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

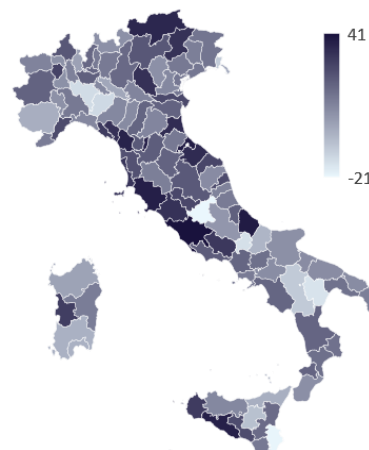
For further information:

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## THE INFLOW IN THE TERRITORIES IN THE MONTH OF MARCH 2023 AND IN THE PERIOD OF MARCH-MAY 2023

	March 2023		March - May 2023	Change (a.v.)		% change forecasted inflow March 2023/2022
	Forecasted inflow	% difficult to recruit	Forecasted inflow	march 2023/2022	mar - may 23/ mar - may 22	
PIEMONTE	27,820	49.6	80,220	+3,380	+6,160	
VALLE D'AOSTA	830	52.7	2,380	+80	-10	
LOMBARDIA	86,590	45.7	251,400	+10,860	+22,270	
LIGURIA	11,240	46.7	36,590	+1,480	+5,220	
TRENTINO ALTO ADIG	12,100	59.1	35,040	+2,720	+1,240	
VENETO	43,550	52.8	132,370	+6,140	+12,620	
FRIULI VENEZIA GIULI	8,530	56.5	27,280	+510	+1,360	
EMILIA ROMAGNA	38,530	52.2	120,190	+4,830	+12,930	
TOSCANA	28,620	51.5	91,450	+5,700	+16,150	
UMBRIA	5,000	54.4	14,790	+910	+2,730	
MARCHE	10,290	50.8	33,240	+1,840	+6,390	
LAZIO	40,150	39.2	120,020	+10,750	+24,570	
ABRUZZO	7,880	49.7	25,470	+1,240	+4,180	
MOLISE	1,280	47.9	4,060	-100	+50	
CAMPANIA	35,260	42.3	100,800	+4,340	+11,000	
PUGLIA	20,240	42.5	65,530	+1,640	+5,410	
BASILICATA	2,610	39.5	8,090	-350	-530	
CALABRIA	6,440	44.3	21,290	+820	+2,380	
SICILIA	21,930	42.5	68,670	+1,790	+6,790	
SARDEGNA	8,830	48.8	37,740	+130	+2,090	
<b>NORTH WEST</b>	<b>126,470</b>	<b>46.7</b>	<b>370,580</b>	<b>+15,790</b>	<b>+33,640</b>	
<b>NORTH EAST</b>	<b>102,700</b>	<b>53.6</b>	<b>314,870</b>	<b>+14,190</b>	<b>+28,150</b>	
<b>CENTRAL</b>	<b>84,060</b>	<b>45.7</b>	<b>259,500</b>	<b>+19,210</b>	<b>+49,840</b>	
<b>SOUTH AND ISLANDS</b>	<b>104,450</b>	<b>43.6</b>	<b>331,640</b>	<b>+9,500</b>	<b>+31,380</b>	
<b>ITALY</b>	<b>417,690</b>	<b>47.4</b>	<b>1,276,600</b>	<b>+58,680</b>	<b>+143,000</b>	



Source: Unioncamere - ANPAL, Excelsior Information System, 2023