

EXCELSIOR SURVEY 2016

KEY RESULTS

1. OVERVIEW

In Italy, after the 2008 credit crunch, the labour demand - intended both as expansion demand and as replacement demand - declined abruptly, with outflows of employees from enterprises generally exceeding inflows.

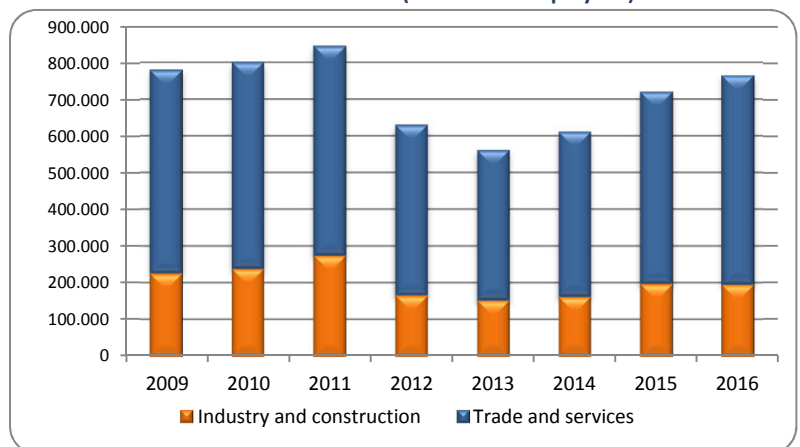
In 2009 private enterprises operating in Italy had planned to recruit nearly 782,000 employees (including seasonal workers), who would either replace workers leaving their job or fill new posts. This indicates a drop of about 28% with respect to 2008, when planned recruitment of seasonal and non-seasonal workers had totalled almost 1,080,000 units. Over the subsequent years Italian employers expected a slight increase in the labour demand, and forecast recruitment rose to 802,000 units in 2010 and to 846,000 in 2011. After 2011 the labour demand dropped abruptly again, and expected recruitment expected every year ranged from 563,000 units in 2013 (the lowest value since 2009) to 631,000 in 2012.

Since 2014 the downwards trend of the labour demand appears to be over, with expected recruiting rising to 613,000 units in that year, to nearly 722,000 in 2015 and to almost 767,000 in 2016.

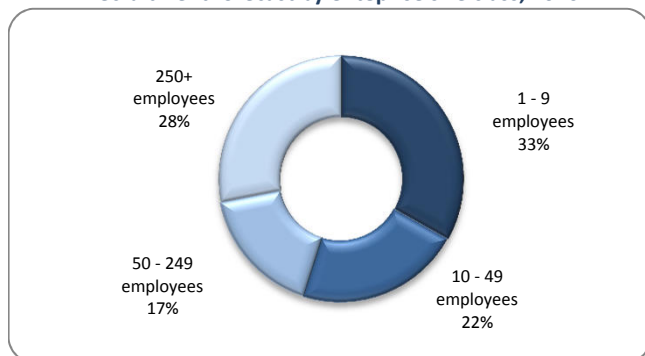
In 2016 trade, restaurants and tourism-related activities, together with other services account for 74% of forecast recruitment, whereas the shares of industry and construction are 18% and 8% respectively.

Small enterprises (with less than 50 employees), which dominate the Italian business structure, in 2016 account for 55% of total recruitment

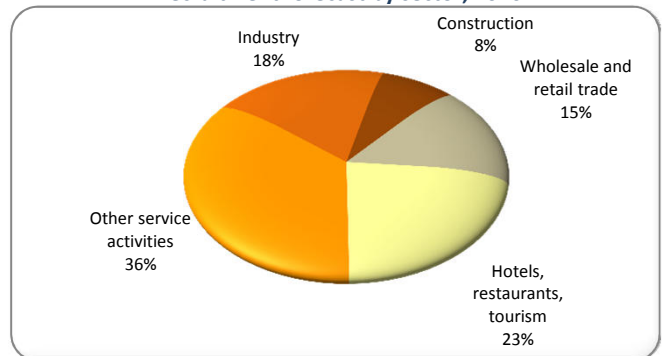
Recruitment forecasts (number of employees)



Recruitment forecast by enterprise size class, 2016



Recruitment forecast by sector, 2016



The Excelsior survey covers private enterprises that operate in industry and services; agricultural activities and the Government sector are excluded. Recruitment refers to hirings of employees, either open-ended or fixed-term.

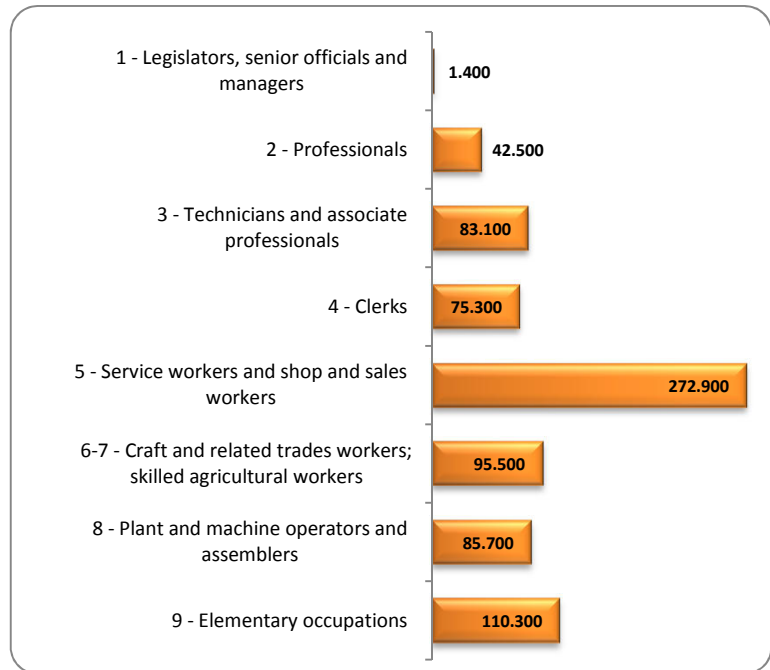
2. OCCUPATIONS

Recruitment expected for 2016 concerns about 127,000 highly skilled workers (managers, professionals, technicians and associate professionals), corresponding to 17% of total recruitment. The highest share in total recruitment is taken by service workers and shop and sales workers, with nearly 273,000 units (36%).

At a greater level of detail, 20 occupations (minor groups of the ISCO-08 classification) account for 69% of total recruitment. The highest values are recorded for waiters and bartenders (100,700 hirings) and for shop salespersons (80,900). These jobs are characterised by a high turnover of employees, who are often engaged with a seasonal contract.

In 2016 hard to fill jobs are expected to account, on average, for about 11.8% of the total. For high-skill occupations, however, recruitment difficulties are generally much more frequent: the first seven positions in the scale of recruitment difficulties are held by these jobs, with electrotechnology engineers and software and applications developers and analysis standing well above the other ones.

Recruitment forecast by major group*, 2016 (units)

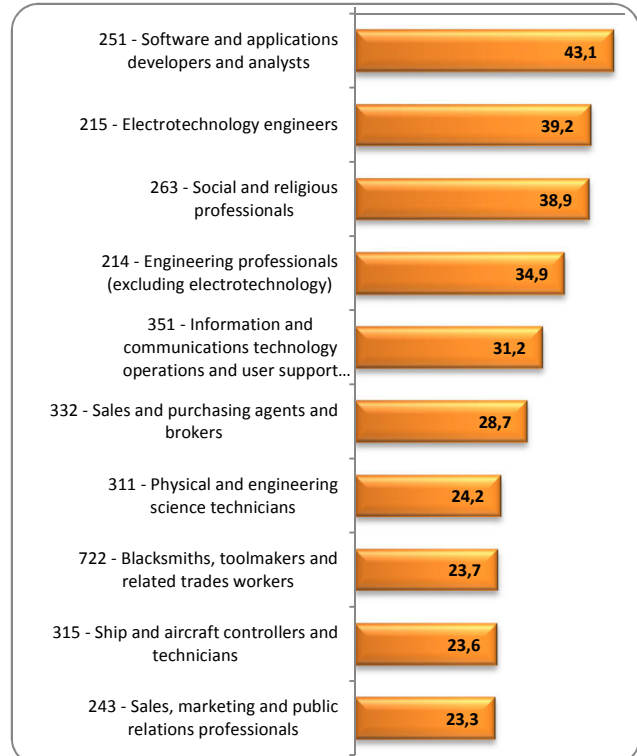


* Major groups of the ISCO-08 classification

Recruitment forecast by occupation, 2016 (units)

Occupations (minor groups of the classification ISCO-88)	Recruitment
513 - Waiters and bartenders	100.700
522 - Shop salespersons	80.900
911 - Domestic, hotel and office cleaners and helpers	59.900
512 - Cooks	44.000
833 - Heavy truck and bus drivers	24.300
532 - Personal care workers in health services	22.100
711 - Building frame and related trades workers	21.400
331 - Financial and mathematical associate professionals	19.200
962 - Other elementary workers	18.600
422 - Client information workers	18.500
411 - General office clerks	15.400
741 - Electrical equipment installers and repairers	13.900
412 - Secretaries (general)	13.900
723 - Machinery mechanics and repairers	12.600
432 - Material-recording and transport clerks	12.200
816 - Food and related products machine operators	11.500
332 - Sales and purchasing agents and brokers	11.200
722 - Blacksmiths, toolmakers and related trades workers	9.400
251 - Software and applications developers and analysts	9.300
834 - Mobile plant operators	9.100

Hard to fill jobs by occupation, 2016 (% of total recruitment)*



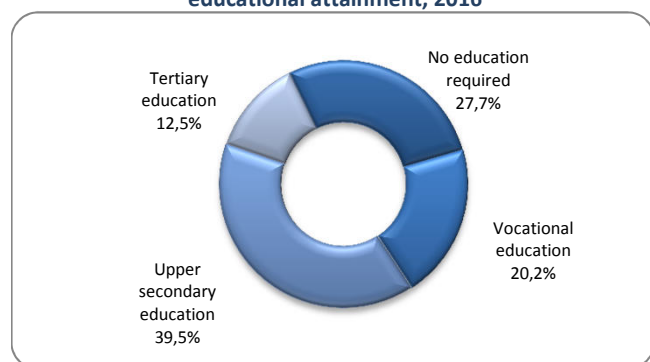
* Data refer only to occupations with forecast recruitment exceeding 800 units.

3. EDUCATION

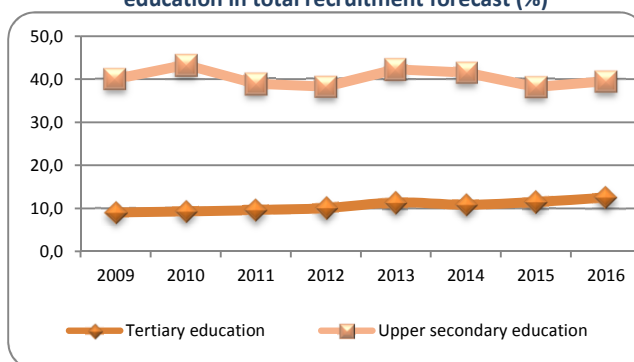
Regardless of the job held, 12.5% of the employees expected to be recruited in 2016 are university graduates, while a further 39.5% have an upper secondary education. In other words, a medium-high educational level is required to 52% of the new workforce. On the other hand, vocational education (ISCED 3) is considered sufficient for only 20.2% of recruitment, whereas for about 27.7% of the new workers no specific education is required, and a specific work experience often replaces formal education.

In 2016 the share of university degree saw an increase compared to 2015, rising from 11.5 to 12.5%. Also the share of upper secondary education increased, from 38.2 to 39.5%, while the share of vocational education (ISCED 3) remained slightly over 20% and the share of "no education" declined (from 29.8 to 27.7%).

Recruitment forecast by level of educational attainment, 2016



Proportion of university education and upper secondary education in total recruitment forecast (%)

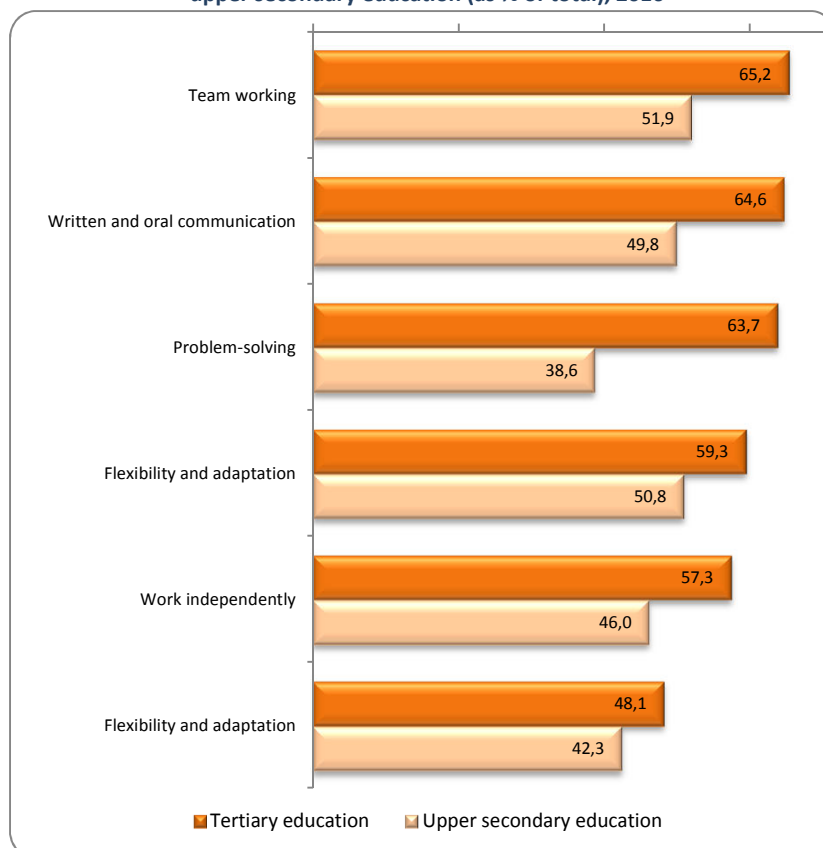


4. SKILLS

In addition to job-specific technical skills, which are not always transferable between occupations, there are several skills that are generic to a wide range of jobs and that are required by employers when recruiting new employees.

When recruiting persons with tertiary education, Italian employers give particular importance to the capability of team working (which is considered very important for 65% of recruitment). Team working is particularly important also for holders of upper secondary education (considered as very important for nearly 52% of recruitment). For workers with tertiary education, the second most important skill appears to be the capability to communicate (64.6%); while for workers with upper secondary education, the second most important skills appear to be flexibility and adaptation (nearly 51%).

Generic skills enterprises consider "very important" for candidates with tertiary and upper secondary education (as % of total), 2016



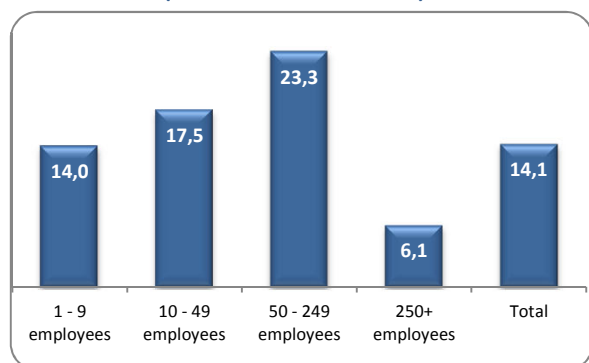
5. MIGRANT WORKERS

The Excelsior survey also provides information on the propensity of employers to hire migrant workers: in 2016, 14.1% of the new positions may be filled by these workers.

The proportion of migrant workers in total recruitment tends to change when the size of enterprises changes. The highest proportion of migrant workers is recorded in enterprises with between 50 and 249 employees, at 23.3%. The lowest is recorded for large enterprises (with 250 or more employees), at 6.1%.

There are also considerable differences across sectors: hotels, restaurants and tourism-related activities stand well above the average, with migrant workers accounting for almost 21% of the sector's recruitment. Across the other sectors the proportions of migrant workers range from 7.5% in wholesale and retail trade to 13.6% in "other services".

Migrant workers by enterprise size, 2016
(as % of total recruitment)



Migrant workers by sector, 2016
(as % of total recruitment)

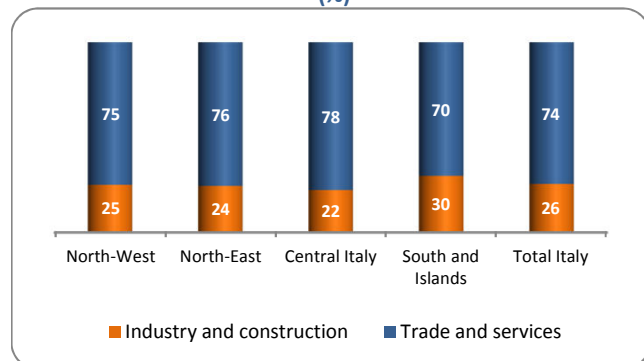


6. THE LABOUR DEMAND ACROSS THE REGIONS

Across the Italian regions, recruitment is of course concentrated in the largest and more economically active ones. In 2016 three regions located in Northern Italy account for 38% of the labour demand: Lombardy alone accounts for 19% of the total, Veneto and Emilia-Romagna follow, at 10 and 9% respectively.

Considering the breakdown of recruitment across the two main sectors, industry (including construction) accounts for larger proportions in the North-West area (25%) and in Southern Italy (30%). Tertiary activities are instead relatively more important in the North-Eastern and Central areas (respectively 76% and 78% of total recruitment).

Recruitment forecasts by sector and geographical area, 2016
(%)



Recruitment forecasts by region, 2016 (units)

