

Table 10
Hard to fill jobs, main reasons for the recruitment difficulties and duration of employer search, by sector of economic activity, geographical area and enterprise size class. Year 2016

	Hard to fill jobs		Recruitment difficulties are mainly due to : (valori %)		Duration of employer search (months)
	Units(*)	as % of total recruitment	Low number of candidates	Inadequacy of candidates	
TOTAL	90.840	11,8	5,4	6,5	3,6
INDUSTRY	26.240	13,3	5,9	7,4	4,2
<i>Industry in the strict sense</i>	20.040	15,8	7,5	8,3	4,2
Mining	110	6,3	1,9	4,4	3,8
Food, beverages and tobacco	1.530	5,7	3,0	2,7	3,5
Textiles, clothing and footwear	2.320	15,5	7,6	7,8	4,3
Wood, woodworking and furniture	1.080	17,7	5,0	12,7	4,0
Paper, printing and publishing	460	12,3	5,2	7,1	4,2
Chemicals and oil	1.020	15,0	8,7	6,3	4,0
Rubber and plastics	760	15,3	6,7	8,6	3,7
Non-metal minerals	590	13,6	4,8	8,8	4,7
Metals	4.110	21,0	9,0	12,0	5,0
Mechanics and means of transport	5.620	22,3	10,9	11,4	4,2
Electric, electronic and medical machinery	2.190	20,6	12,2	8,4	3,8
Household goods and other manufacturing	260	13,8	4,9	8,9	4,0
<i>Public utilities (energy, gas, water, environment)</i>	720	6,4	2,9	3,5	3,5
<i>Construction</i>	5.480	9,3	3,0	6,3	4,2
SERVICES	64.600	11,3	5,2	6,1	3,3
Motor trade (including repair)	1.200	13,3	2,6	10,7	4,5
Wholesale trade	2.570	9,8	4,0	5,8	4,3
Retail trade	9.270	11,7	4,6	7,1	2,9
Hotels, restaurants and tourist services	16.170	9,0	3,9	5,2	3,1
Transport and postal activities	4.540	8,9	3,5	5,5	3,1
Media and communication	310	8,4	3,2	5,2	3,2
ICT and telecommunications	6.370	31,0	19,0	11,9	3,9
Advanced business services	5.710	18,2	10,4	7,8	3,8
Banking, insurance and financial services	1.770	13,7	7,6	6,1	3,3
Operational business and personal services	4.630	7,7	3,0	4,7	3,1
Private education and training services	1.030	9,2	4,9	4,4	4,1
Private healthcare services	6.200	14,3	9,6	4,7	3,2
Other personal services	4.160	11,4	3,2	8,2	3,3
Professional activities	680	10,2	3,4	6,8	3,6
GEOGRAPHICAL AREA					
North West	30.770	14,0	6,7	7,3	3,7
North East	26.390	13,1	6,1	7,0	3,5
Centre	16.660	11,1	4,9	6,2	3,7
South and Islands	17.020	8,7	3,6	5,1	3,4
ENTERPRISE SIZE CLASS					
1-9 employees	28.220	11,1	4,1	7,0	4,3
250-499 employees	16.560	9,9	3,6	6,3	3,9
250-499 employees	13.860	10,6	4,9	5,7	3,4
250-499 employees	7.330	14,4	8,2	6,2	3,0
500 employees and over	24.870	15,1	8,8	6,4	2,9

* Absolute values have been rounded to the nearest ten and may not add up to the total.

Source: Unioncamere - Ministry of Labour, Excelsior Information System, 2016