

Table 15

Hard to fill jobs, main reasons for recruitment difficulties and duration of employer search, by main occupation (according to the ISCO classification). 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	
TOTALE	90.840	11,8	5,4	6,5	3,6
1. Legislators, senior officials and managers	500	32,7	14,8	17,8	4,4
122 Sales, marketing and development managers	200	40,0	22,1	17,9	5,7
142 Retail and wholesale trade managers	100	33,1	15,1	18,0	2,5
121 Business services and administration managers	100	24,3	11,9	12,4	5,0
134 Professional services managers	50	55,8	5,8	50,0	2,8
132 Manufacturing, mining, construction, and distribution managers	30	27,4	8,9	18,5	4,6
141 Hotel and restaurant managers	20	41,0	10,3	30,8	2,3
2. Professionals	12.220	27,3	17,1	10,2	3,8
251 Software and applications developers and analysts	4.020	43,1	30,0	13,1	3,3
214 Engineering professionals (excluding electrotechnology)	2.280	34,9	21,7	13,2	4,4
263 Social and religious professionals	1.490	38,9	25,0	13,9	3,1
265 Creative and performing artists	660	20,6	7,9	12,7	3,4
215 Electrotechnology engineers	660	39,2	30,6	8,6	3,6
243 Sales, marketing and public relations professionals	590	23,3	12,1	11,2	4,9
233 Secondary education teachers	360	15,2	9,3	5,9	4,3
242 Administration professionals	360	22,4	9,6	12,7	6,9
234 Primary school and early childhood teachers	330	12,5	4,9	7,5	3,0
221 Medical doctors	240	45,5	35,2	10,3	4,1
226 Other health professionals	220	11,3	7,6	3,7	3,5
235 Other teaching professionals	160	7,3	5,9	1,5	2,8
213 Life science professionals	160	36,2	31,8	4,3	3,5
232 Vocational education teachers	150	9,0	1,0	8,0	4,9
216 Architects, planners, surveyors and designers	140	15,3	8,3	7,0	7,3
252 Database and network professionals	120	33,3	23,1	10,2	3,5
211 Physical and earth science professionals	90	5,3	3,1	2,2	3,3
241 Finance professionals	60	16,4	6,4	10,0	3,7
261 Legal professionals	40	13,2	6,0	7,2	4,5
264 Authors, journalists and linguists	40	9,4	7,4	1,9	2,6
Other occupations	40	24,3	5,0	19,3	9,4
3. Technicians and associate professionals	15.370	18,4	10,0	8,4	3,9
332 Sales and purchasing agents and brokers	3.220	28,7	14,3	14,4	4,2
351 Information and communications technology operations and user support	2.050	31,2	20,1	11,1	5,1
311 Physical and engineering science technicians	1.980	24,2	10,9	13,3	3,9
325 Other health associate professionals	1.730	21,7	11,4	10,3	3,1
331 Financial and mathematical associate professionals	1.630	8,5	3,9	4,6	3,9
322 Nursing and midwifery associate professionals	1.460	22,4	19,1	3,3	2,6
312 Mining, manufacturing and construction supervisors	920	21,1	10,6	10,5	4,3
333 Business services agents	890	15,7	5,7	10,0	3,9
313 Process control technicians	520	10,9	4,5	6,4	3,3
315 Ship and aircraft controllers and technicians	250	23,6	16,5	7,0	3,8
334 Administrative and specialised secretaries	240	12,2	7,1	5,1	4,0
342 Sports and fitness workers	170	7,9	6,2	1,6	2,8
343 Artistic, cultural and culinary associate professionals	110	9,0	1,1	7,8	3,3
352 Telecommunications and broadcasting technicians	90	7,7	5,6	2,1	4,9
321 Medical and pharmaceutical technicians	50	28,1	27,0	1,1	4,7
314 Life science technicians and related associate professionals	40	24,8	24,1	0,7	5,8
341 Legal, social and religious associate professionals	30	2,5	0,6	1,9	2,8
4. Clerks	7.120	9,3	3,3	6,0	3,8
412 Secretaries (general)	1.500	10,9	4,1	6,7	4,7
422 Client information workers	1.370	7,4	2,3	5,1	3,3
421 Tellers, money collectors and related clerks	1.270	19,5	7,4	12,2	2,4
411 General office clerks	1.200	7,8	3,4	4,4	4,7
432 Material-recording and transport clerks	820	6,7	1,8	4,9	3,7
431 Numerical clerks	410	12,4	3,3	9,2	3,8
441 Other clerical support workers	400	9,8	3,9	5,8	3,4

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TOTALE	90.840	11,8	5,4	6,5	3,6
413 Keyboard operators	150	5,2	1,3	4,0	4,4
5. Service workers and shop and market sales workers	28.970	10,6	4,5	6,1	3,0
522 Shop salespersons	9.310	11,5	3,9	7,6	2,9
513 Waiters and bartenders	9.120	9,1	3,7	5,3	3,1
512 Cooks	4.830	11,0	4,5	6,5	3,0
532 Personal care workers in health services	2.690	12,2	7,5	4,7	3,2
541 Protective services workers	1.210	14,6	9,7	4,9	2,6
514 Hairdressers, beauticians and related workers	830	16,2	4,1	12,1	3,1
523 Cashiers and ticket clerks	570	9,9	8,9	1,1	3,7
531 Child care workers and teachers' aides	160	14,8	8,2	6,6	1,6
516 Other personal services workers	120	21,1	0,9	20,2	3,2
511 Travel attendants, conductors and guides	80	8,2	8,2	0,0	2,4
524 Other sales workers	30	1,4	1,0	0,4	2,0
6. Skilled agricultural and fishery workers	90	4,7	0,9	3,8	4,5
611 Market gardeners and crop growers	90	4,8	0,9	3,9	4,5

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TOTALE	90.840	11,8	5,4	6,5	3,6
7. Craft and related trades workers	13.710	14,3	5,9	8,4	4,5
722 Blacksmiths, toolmakers and related trades workers	2.240	23,7	11,0	12,8	6,7
723 Machinery mechanics and repairers	2.130	16,9	7,6	9,3	3,6
741 Electrical equipment installers and repairers	1.650	11,8	3,1	8,7	3,2
712 Building finishers and related trades workers	1.430	16,5	4,4	12,1	5,2
721 Sheet and structural metal workers, moulders and welders, and related v	1.330	19,1	7,8	11,3	4,1
711 Building frame and related trades workers	1.170	5,5	2,4	3,1	4,7
751 Food processing and related trades workers	1.050	12,9	8,4	4,6	3,1
753 Garment and related trades workers	990	20,6	12,7	7,8	4,8
752 Wood treaters, cabinet-makers and related trades workers	680	21,1	5,0	16,1	4,2
713 Painters, building structure cleaners and related trades workers	330	17,4	1,7	15,7	4,8
731 Handicraft workers	310	13,8	6,1	7,7	3,2
742 Electronics and telecommunications installers and repairers	250	19,9	8,1	11,8	2,9
732 Printing trades workers	120	11,5	9,3	2,1	3,9
754 Other craft and related workers	50	11,0	4,4	6,7	5,7
8. Plant and machine operators and assembler	7.220	9,0	3,6	5,4	3,4
833 Heavy truck and bus drivers	2.370	9,7	3,5	6,3	2,9
815 Textile, fur and leather products machine operators	1.040	13,8	5,3	8,6	4,1
821 Assemblers	690	9,5	3,0	6,5	3,0
834 Mobile plant operators	680	7,5	2,8	4,6	3,7
832 Car, van and motorcycle drivers	550	16,5	9,5	7,0	3,2
814 Rubber, plastic and paper products machine operators	510	14,5	5,9	8,7	3,2
818 Other stationary plant and machine operators	400	5,8	1,4	4,3	4,0
816 Food and related products machine operators	280	2,5	1,5	1,0	3,4
813 Chemical and photographic products plant and machine operators	260	12,6	7,1	5,6	3,5
812 Metal processing and finishing plant operators	170	13,8	4,6	9,1	4,5
831 Locomotive engine drivers and related workers	120	17,6	17,6	0,0	3,3
811 Mining and mineral processing plant operators	90	23,8	2,2	21,6	3,3
835 Ships' deck crews and related workers	50	2,8	1,9	0,9	3,3
817 Wood processing and papermaking plant operators	20	5,3	1,1	4,3	2,4
9. Elementary occupations					
911 Domestic, hotel and office cleaners and helpers	2.930	4,9	1,7	3,2	2,7
962 Other elementary workers	1.100	5,9	1,1	4,8	3,3
931 Mining and construction labourers	690	8,8	2,0	6,8	3,6
941 Food preparation assistants	370	5,1	2,1	3,0	2,5
932 Manufacturing labourers	260	8,1	2,5	5,6	4,6
961 Refuse workers	170	3,4	1,9	1,5	2,7
933 Transport and storage labourers	110	1,8	0,2	1,6	2,2
921 Agricultural, forestry and fishery labourers	10	0,6	0,1	0,5	1,0

* 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