Employment in the tourism industries from the perspective of the ILO

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Overview

• Labour-intensive and fast growing sector not influenced by the crisis

• A source of employment for youth, women and migrants (as very often little or no formal training needed)

• Can considerably contribute to social and economic development and to poverty reduction

• Stimulate the creation and growth of new enterprises and development of the infrastructure and quality of services

• Politically a very important industry, but the working conditions very often are precarious and should be improved (seasonality, long working hours, low wages, low union density, no training provided, etc)
ILO measures (ILOSTAT database):

- Employment (paid employment + self-employment) from LFS
- Data from establishment surveys are very limited (mainly wages and hours of work)
- Other topics covered by LFS include hours of work, unemployment, underemployment, etc
- Proxy for tourism industries is considered to be “hotels and restaurants sector”
- Employed persons with single jobs in hotels and restaurants sector + multiple job-holders with main jobs in hotels and restaurants sector (IRTS 2008 Figure 7.1.)
- Data availability – quarterly and monthly (updated the third week of each month) and annually (latest data available for 2012)
Seasonality is one of the characteristics of employment in tourism sector, selected countries

Source: ILO calculations based on the data from National Statistical Offices
Sector was not affected by the crisis, selected countries

Source: ILO calculations based on the data from National Statistical Offices
Share of paid employment in total employment in tourism sector in 2012, selected countries

Source: ILO calculations based on the data from National Statistical Offices
Educational attainment, Europe

Is there an existing underemployment (or over-qualification)? **NEED FOR SKILLS MISMATCH ANALYSIS**

Educational levels: 0-2 = Pre-primary, primary and lower secondary education; 3-4 = Upper secondary and post-secondary non-tertiary education; 5-6 = First and second stage of tertiary education.

Source: ILO calculations based on the data from Eurostat
**Issue of high hours of work and low wages in the hotels and restaurants sector in selected countries, latest data available**

<table>
<thead>
<tr>
<th></th>
<th>Hotels and restaurants</th>
<th>AVG in the economy</th>
<th>Higher hours of work in hotels and restaurants, %</th>
<th>Lower wages in hotels and restaurants, %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Macau</td>
<td>48</td>
<td>47</td>
<td>2.1</td>
<td>-21.3</td>
</tr>
<tr>
<td>Paraguay</td>
<td>51.3</td>
<td>45.2</td>
<td>13.5</td>
<td>-5.5</td>
</tr>
<tr>
<td>Egypt</td>
<td>52.3</td>
<td>45.8</td>
<td>14.2</td>
<td>-47.6</td>
</tr>
<tr>
<td>Greece</td>
<td>47.4</td>
<td>41.2</td>
<td>15.0</td>
<td>-26.3</td>
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<tr>
<td>Indonesia</td>
<td>46.9</td>
<td>40.1</td>
<td>17.0</td>
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<tr>
<td>Philippines</td>
<td>48.5</td>
<td>40.6</td>
<td>19.5</td>
<td>-41.8</td>
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<tr>
<td>Turkey</td>
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<td>48.1</td>
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<td>Sri Lanka</td>
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<tr>
<td>Armenia</td>
<td>52</td>
<td>36</td>
<td>44.4</td>
<td>-34.0</td>
</tr>
</tbody>
</table>

*Source: ILO calculations based on the data from National Statistical Offices*
YOUTH EMPLOYMENT IN HOTELS AND RESTAURANTS SECTOR AS A PERCENTAGE OF TOTAL EMPLOYMENT IN HOTELS AND RESTAURANTS SECTOR, 2012

Source: ILO calculations based on the data from Eurostat
CORRELATION:
UNEMPLOYMENT AND YOUTH EMPLOYMENT IN HOTELS AND RESTAURANTS SECTOR

Source: ILO calculations based on the data from Eurostat
Unemployed persons previously employed in hotels and restaurants sector

If share is higher in 2012 and the value is higher in 2012, then unemployment by previous sector (hotels and restaurants) is increasing more rapidly than general unemployment.

If share is lower in 2012 and the value is lower in 2012, then unemployment by previous sector (hotels and restaurants) is decreasing more rapidly than general level of unemployment.

If share is higher in 2012 and the value is lower in 2012, then general level of unemployment is decreasing more rapidly than unemployment by previous sector (hotels and restaurants).

If share is lower in 2012 and the value is higher in 2012, then general level of unemployment is increasing more rapidly than unemployment by previous sector (hotels and restaurants).

If share is equal and the value is higher, then the levels of unemployment by previous sector (hotels and restaurants) is increasing in line with general unemployment.

If share is equal and the value is lower, then the level of unemployment by previous sector (hotels and restaurants) is decreasing in line with general unemployment.
Decent Work
A four pillar approach

1. Standards and rights at work.
2. Employment promotion and enterprise development
3. Social Protection
4. Social Dialogue
Topics for future development

- Decent work indicators for tourism industries
- Jobs and persons employed in tourism industries
- Gender aspect
- Youth
- Skills mismatch in tourism industries
- Establishment surveys on number and quality of jobs
- Persons with secondary jobs in tourism industries
- Occupations within the industry
- Tourism cooperatives
- Etc.
Thank you for attention!

For additional information please contact:

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And refer to:
«Toolkit on Poverty Reduction through Tourism»