While the development of a national System of Tourism Statistics is closely linked with the implementation of a Tourism Satellite Account (TSA), which provides the conceptual framework and the organizational structure for integrating most tourism statistics with each other and with other economic statistics (IRTS 2008, para. 1.4.), Chapter 7 of IRTS 2008 has been conceived to provide users with answers to a wider range of questions on labour profiles of persons employed in the tourism industries of both quantitative and qualitative nature.

- For the first time, the new chapter describes concepts, definitions, basic categories and indicators of employment in the tourism industries from a labour and industry statistics perspective rather than a national accounting perspective.

Also, the need for a range of enhanced employment data on the tourism sector is seen as an important step in gaining a better understanding of the employment structure of the tourism industry and for policy making by governments on issues affecting the industry.
Figure 1 outlines schematically different types of tourism related conceptual frameworks of employment*:

(i) Direct tourism employment, (ii) (direct) Tourism employment in the tourism industries and (iii) Employment in the tourism industries

The difference between employment in the tourism industries and the direct tourism employment is that the former refers to all the jobs (or persons engaged) in both tourism-characteristic activities and non-tourism-characteristic activities in all establishments in tourism industries and the latter measures jobs in tourism industries that can be attributable to tourism spending plus jobs in non-tourism industries that can be directly attributed to tourism spending.


A. Concepts and definitions

Figure 2. Canada: Jobs in tourism industries versus jobs due directly to tourism
Employment in the tourism industries and (direct) TE

- Employment in the tourism industries
- (Direct) tourism employment in the tourism industries
- (Direct) tourism employment

The Tourism Satellite Account and the IRTS 2008 recommend the estimation of employment in the tourism industries.

Tourism employment: The concept of tourism employment, in accordance with the IRTS 2008, refers to "employment strictly related to the goods and services acquired by visitors and produced by either tourism industries or other industries" (IRTS 2008, para. 7.3). Hence, tourism employment is a measure of the number of jobs directly attributable to tourism demand in tourism and non-tourism industries, held by employees, self-employed and contributing family workers.

It might be recommendable to pay attention to the above and use the internationally agreed terminology in national publications and public debates when making reference to the TSA employment based on the TSA:RMF.

Labour force

The relevant standards on the labour force are developed and maintained by the International Labour Organization (ILO). The ILO standards are contained in "resolutions", which are adopted by sessions of the International Conference of Labour Statisticians (ICLS).

The resolution of the 19th ICLS 2013 defines the statistical concept of work for reference purposes and provides operational concepts, definitions and guidelines for:

(a) distinct subsets of work activities, referred to as forms of work;
(b) related classifications of the population according to their labour force status and main form of work;
(c) measures of labour underutilization.

This resolution substitutes the Resolution concerning statistics of the economically active population, employment, unemployment and underemployment adopted by the 13th International Conference of Labour Statisticians (1982) and the amendment of its paragraph 5 adopted by the 18th Conference (2008); the Resolution concerning the measurement of underemployment and inadequate employment situations adopted by the 16th Conference (1998), as well as the Guidelines, endorsed therein concerning treatment in employment and unemployment statistics of persons on extended absences from work; and the Guidelines on the implications of employment promotion schemes on the measurement of employment and unemployment, endorsed by the 14th Conference (1987).
Work comprises any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use.

(a) Work is defined irrespective of its formal or informal character or the legality of the activity.

(b) Work excludes activities that do not involve producing goods or services (e.g. begging and stealing), self-care (e.g. personal grooming and hygiene) and activities that cannot be performed by another person on one’s own behalf (e.g. sleeping, learning and activities for own recreation).

➢ The concept of work is aligned with the General production boundary as defined in the System of National Accounts 2008 (2008 SNA) and its concept of economic unit that distinguishes between: (i) market units (i.e. corporations, quasi-corporations and household unincorporated market enterprises); (ii) non-market units (i.e. government and non-profit institutions serving households); and (iii) households that produce goods or services for own final use. Work can be performed in any kind of economic unit.

To meet different objectives, five mutually exclusive forms of work are identified for separate measurement. These forms of work are distinguished on the basis of the intended destination of the production (for own final use; or for use by others, i.e. other economic units) and the nature of the transaction (i.e. monetary or non-monetary transactions, and transfers), as follows:

a. own-use production work comprising production of goods and services for own final use;
b. employment work comprising work performed for others in exchange for pay or profit;
c. unpaid trainee work comprising work performed for others without pay to acquire workplace experience or skills;
d. volunteer work comprising non-compulsory work performed for others without pay;
e. other work activities (not defined in this resolution).
Different units are relevant for the production of statistics on each form of work. For compiling and reporting, three basic units are persons, jobs or work activities, and time units:

(a) Persons are the basic unit for producing statistics on the population engaged in each form of work.

(b) A job or work activity is defined as a set of tasks and duties performed, or meant to be performed, by one person for a single economic unit:

   (i) The term “job” is used in reference to employment. Persons may have one or several jobs. Those in self-employment will have as many jobs as the economic units they own or co-own, irrespective of the number of clients served. In cases of multiple job-holding, the main job is that with the longest hours usually worked, as defined in the international statistical standards on working time.

   (ii) This statistical unit, when relating to own-use production work, unpaid trainee work, and volunteer work is referred to as work activity.

(c) Time units are used for producing statistics of volume of work in reference to each form of work or to any combination thereof. These units may be short such as minutes or hours, or long such as half-days, days, weeks or months.

Persons may be classified in a short reference period (seven days or one week) according to their labour force status as being:

a) in employment;

b) in unemployment; or

c) outside the labour force; and among these, in the potential labour force.

The sum of persons in employment and in unemployment equals the labour force.

Persons may engage in one or more forms of work in parallel or consecutively, i.e. persons may be employed, be volunteering, doing unpaid trainee work and/or producing for own use, in any combination.

Own-use production of goods, employment, unpaid trainee work, a part of volunteer work and “other work activities” form the basis for the preparation of national production accounts within the 2008 SNA production boundary. Own-use provision of services and the remaining part of volunteer work complete the national production accounts i.e. beyond the 2008 SNA production boundary but inside the General production boundary.
**Figure 2. Forms of work and the System of National Accounts 2008: 19th ICLS**

<table>
<thead>
<tr>
<th>Intended destination of production</th>
<th>For own final use</th>
<th>For use by others</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forms of work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Own-use production work</td>
<td>Employment (work for pay or profit)</td>
<td>Unpaid trainee work</td>
</tr>
<tr>
<td></td>
<td>Other work activities*</td>
<td>Volunteer work</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Activities within the SNA production boundary</td>
</tr>
<tr>
<td>Relation to 2008 SNA</td>
<td></td>
<td>Activities inside the SNA General production boundary</td>
</tr>
</tbody>
</table>

*Includes compulsory work performed without pay for others.

Here the reference is also made to work inside General production boundary of SNA and, namely, to own-use production work and volunteer work. Some countries may be interested to have information on the number of hours actually worked by unpaid trainees engaged in tourism establishments or volunteers working in market or non-market units (e.g. non-profit organisations) active in the tourism sector, even though such persons will not be classified as employed. Source: Adapted from Resolution concerning Statistics of work, employment and labour underutilization. 19th ICLS (2-11 October 2013). International Labour Office, Geneva 2013.

**Figure 3. Measurement framework: Single versus multiple job holders in the tourism industries**

```
Employed persons:

With single jobs
  In tourism industries (1)
  In other industries (2)

With multiple jobs
  Main job in tourism industries (3)
  Other job(s) in tourism industries (3a)
  Other job(s) in other industries (3b)

Main job in other industries (4)
  Other job(s) in tourism industries (4a)
  Other job(s) in other industries (4b)
```

Persons employed in the tourism industries (all jobs) = 1, 3, 4a
Persons employed in the tourism industries (main job) = 1, 3
Jobs in the tourism industries = 1, 3, 3a, 3b

*See: IETS 2008 Figure 7.1.*
B. Measurement of employment as demand and supply of labour

IRTS 2008 explains that work means an activity that contributes to the production of goods and services within the production boundary of the SNA (see para. 7.28 above). In that framework, labour markets can be characterized by demand for and supply of labour (jobs vs. persons).

- Full-time and part-time jobs
- Full-time equivalent employment

It is important to mention the following new vision of the future usefulness and robustness of the full-time equivalent concept encompassed in SNA 2008.

The SNA does not recommend full-time equivalent employment as the preferred measure of labour inputs. However, if the data are good enough to permit an estimation of total hours actually worked, full-time equivalent employment should also appear in association with the national accounts. One reason is that this facilitates international comparisons with countries which can only estimate full-time equivalent employment. However, with the move by the ILO to recommend recording total hours actually worked as the preferred measure of labour input, the use of full-time equivalents is likely to be gradually phased out.


C. Characteristics of employment

C.1. International classifications
C.1.1. International Standard Industrial Classification of All Economic Activities (ISIC Rev. 4) and its application for tourism statistics

Basic concepts
Tourism industries
Case of individuals holding two different jobs

C.1.1.1. Collecting and coding of data for classifications based on ISIC (Rev. 4)
C.1.2. International Standard Classification of Occupations (ISCO-08)

Basic concepts
Tourism characteristic occupations

C.1.2.1. Collecting and coding of data for classifications based on ISCO-08

Information needed for coding
Types of questions on occupations
Open-ended questions
Suggested question recommended for testing and further development

C.1.3. International Classification of Status in Employment (ICSE-93)

C.1.4 International Standard Classification of Education (ISCED-97)

Basic concepts
Practical application

C.2. Key variables

The CG details on the following variables:

i. Employment by age group, sex and nationality/country of residence (if relevant) expressed in terms of number of jobs, persons, hours of work, full-time equivalent;
ii. Employment by type of establishments (size, formal, informal, etc.);
iii. Employment classified by occupation and status in employment;
iv. Permanent/temporary employment expressed in terms of number of jobs, persons, hours of work, full-time equivalent, etc.
v. Employment by educational attainment.
vi. Hours of work (normal/usual, actually worked, paid for).
vii. Working time arrangements.

As employment variables are eventually used for an in-depth analysis of a country's tourism industries within a social and economic context, countries should also collect the following variables characterizing the monetary aspect of labour:

viii. Compensation of employees
ix. Labour cost, and
x. Mixed income of self-employed persons.
● Hours of work
  Concepts and definitions
  Methods of data collection
  Household-based surveys
  Establishment-based surveys

● Working time arrangements

● Informal sector enterprises

  Concepts and definitions: employment in the informal sector

  Methods of data collection
  (a) Household surveys for monitoring informal sector employment
  (b) Establishment surveys of informal sector units

  Concepts and definitions: informal employment

● Compensation of employees and labour cost
  ✓ Compensation of employees
    • Wages and salaries (earnings)
  ✓ Labour cost
    • Data collection and compilation
    • Practical application

● Mixed income of self-employed persons
  • Operational approach to the measurement of income related to self-employment
  • Statistical units
  • Data collection
D. Measuring employment

D.1. Data sources

General note

D.1.1. Establishment-based sample surveys

D.1.2. Population Census

D.1.3. Household-based sample surveys

Household Labour Force Sample Survey (LFS)

D.1.4. Administrative records

D.1.5. Advantages and disadvantages of the statistical data sources described

D.1.5.1. Household-based surveys vs. establishment-based surveys

D.1.5.2. Population Census vs. household-based surveys

D.2. Integration of information on tourism employment

D.2.1. Tourism Satellite Account

D.2.2. OECD Employment Module

Only the direct employment in a set of selected tourism-characteristic industries is taken into account

- Canadian Human Resource Module of the Tourism Satellite Account (TSA-HRM)

Important: In order measure and harmonise tourism-related employment data directly in accordance with the employment module, the definitions and classifications encapsulated in the OECD EM 2000 should be revised and aligned with the recommendations encompassed in IRTS 2008 and its Compilation Guide, as well as with the conceptual framework of TSA:RMF 2008 and SNA 2008. In the meantime, it is recommended to use the latter set of international standards for the OECD EM procedures.

D.2.4. Special measures of employment in the tourism industries

- Demographics of persons working in Canadian tourism industries
- Employment by type of contract in tourism industries
- Unemployment levels of the tourism labour force
- Union Membership and Coverage by Union Agreements in tourism industries
- Informal employment in the tourism industries

Annexes (8 and 9): LFS Questionnaire of Lithuania and Survey of Employees Earnings and Hours of Australia
One of the joint UNWTO/ILO initiatives is the preparation of the Technical Guide on Best Practices of Measuring Employment in the Tourism Industries. This publication has numerous cross-references with the IRTS 2008 and its Compilation Guide, as well as the TSA:RMF 2008.

- The Technical Guide will draw on the descriptions of best practices and methods used by countries with highly developed tourism statistics, which regularly produce and publish/disseminate comprehensive data sets on various characteristics of jobs and persons employed in the tourism industries. The issue of international comparability of statistical data will be also discussed.
- The Guide will also contain examples of national reports and analysis of the tourism labour markets.

- The selection of countries has been made on the basis of methodological descriptions documented in the Sources and Methods, Labour Statistics: Employment in the Tourism Industries (Special edition) as well as further in-depth studies of the selected countries’ methodology.
  - For the moment, the following countries have been definitely selected: Austria, Brazil, Canada, Ireland, Spain, Switzerland and the United Kingdom.

- The Guide is scheduled to be published in early 2014.