MST sub group on Employment: Key Findings and Recommendations

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UNWTO Committee on Statistics and Tourism Satellite Account
Madrid, Spain
February 27, 2019

Background

- Tourism is a major source of employment

- Key outcome in the Sustainable Development Goals:
  - 8.9: By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products
  - 12B: Develop and implement tools to monitor sustainable development impacts for sustainable tourism which creates jobs, promotes local culture and products

- Limited effort put towards collecting adequate tourism employment statistics beyond the Tourism Satellite Accounts

- Data on tourism-related employment (persons employed) remains fragmented and lacks international comparability
Key Findings

- Availability and quality of employment data in the sector seen as the major obstacle to adequately investigating and developing considered policy responses to sustainable tourism

- No formal international classification system to identify and recognise tourism specific occupations within the tourism workforce

- Measuring the sustainability of tourism in the informal economy

Which way...
As a starting point to measuring decent sustainable tourism jobs:

(a) identify tourism jobs in an economy; and

(b) then determine which ones are decent jobs using the following five decent work indicators:

- Wages
- Working Time
- Informality
- Social Security
- Social Dialogue

A recommended set of indicators include:

- Total employment in the tourism sector
- Percentage of employed persons in the tourism sector that earn below 2/3 of median hourly earnings
- Percentage of employed persons in the tourism sector that work more than 48 hours per week
- Percentage of employed persons in the tourism sector with contract less than 12 months
- Percentage of employed persons in the tourism sector who are informally employed
- Percentage of employed persons in the tourism sector who are covered by a pension scheme
- Percentage of employed persons in the tourism sector that are members of the Trade union
None of the existing international and national classifications, such as ISCO and NOC, recognize and identify tourism occupational categories as such. In part, this is because of the special character of tourism as a cross-cutting economic activity.

There is a need to develop a robust new concept, definitions and classification structure for tourism specific occupations.

As a starting point, we propose to use Canada’s informal Occupational Classification System for Tourism as the building block to develop the International Classification of Characteristic Tourism Occupations.

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**Option 2 - Developing an International Classification of Characteristic Tourism Occupations**

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<th>NOC 2006</th>
<th>ISCO 2008</th>
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<tbody>
<tr>
<td>Code</td>
<td>Title</td>
</tr>
<tr>
<td>A221</td>
<td>Restaurant and food service managers</td>
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<tr>
<td>A222</td>
<td>Accommodation service managers</td>
</tr>
<tr>
<td>A313</td>
<td>Hotel, restaurant, and event services managers</td>
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<tr>
<td>A373</td>
<td>Transportation and related occupations managers</td>
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<td>B073</td>
<td>Transportation and related occupations managers</td>
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<tr>
<td>C144</td>
<td>Aircraft instrument, electrical and avionics mechanics, technicians and inspectors</td>
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<tr>
<td>C171</td>
<td>Air traffic control and related occupations</td>
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<tr>
<td>C172</td>
<td>Air traffic control and related occupations</td>
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<tr>
<td>C175</td>
<td>Railway traffic controllers and marine</td>
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<td>F012</td>
<td>Conservators and curators</td>
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<td>Other occupations related to museums and art galleries</td>
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<td>F133</td>
<td>Other performers</td>
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<td>F150</td>
<td>Athletics</td>
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<tr>
<td>F152</td>
<td>Sports officials and referees</td>
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<td>F154</td>
<td>Program leaders and instructors in recreation, sport and fitness</td>
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<tr>
<td>G012</td>
<td>Food service supervisors</td>
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<td>G013</td>
<td>Executive housekeepers</td>
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<tr>
<td>G015/</td>
<td>Other service supervisors/</td>
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<tr>
<td>G014</td>
<td>Dry cleaning and laundry supervisors</td>
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</tbody>
</table>

**Example of Tourism characteristics occupations classification developed by Canada**
Option 3 - UNWTO and ILO enhance their collaborative efforts to improve/standardise tourism employment statistics

- Providing technical assistance through training and capacity-building to countries
  - comprehensive set of international statistical standards for employment can be adapted to identify and assess the quality of the jobs in the tourism industry, in a comparable and consistent manner across countries

Compendium of Tourism Statistics Data (2019 Edition): responses to Number of employees by tourism industries question
Compendium of Tourism Statistics Data (2019 Edition): response to the Number of employees by tourism industries question by Countries
Human-centred agenda for the future of work