

# MST sub group on Employment: Key Findings and Recommendations

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## 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...



## Option 1 - Decent Jobs in the Tourism Sector



❖ 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

## Option 1 - Decent Jobs in the Tourism Sector



❖ 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

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



- ❖ 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

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



### A.1 Tourism characteristic occupations

**Example of *Tourism characteristics occupations* classification developed by Canada**

NOC-S 2006 <sup>13</sup>		ISCO 2008	
Code	Title	Code	Title
A221	Restaurant and food service managers	1412	Restaurant managers
A222	Accommodation service managers	1411	Hotel managers
A343	Recreation, sports and fitness program and service directors	1349	Professional services managers not elsewhere classified
A373	Transportation managers	1324	Supply, distribution and related managers
B576	Transportation route and crew schedulers	4323	Transport clerks
C144	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	7412	Electrical mechanics and fitters
		7421	Electronics mechanics and servicers
C171	Air pilots, flight engineers and flying instructors	3153	Aircraft pilots and related associate professionals
C172	Air traffic control and related occupations	3154	Air traffic controllers
C175	Railway traffic controllers and marine traffic regulators	4323	Transport clerks
F012	Conservators and curators	2621	Archivists and curators
F112	Technical occupations related to museums and art galleries	3433	Gallery, museum and library technicians
F132	Other performers	2653	Dancers and choreographers
		2659	Creative and performing artists not elsewhere classified
		3435	Other artistic and cultural associate professionals
F151	Athletes	3421	Athletes and sports players
F153	Sports officials and referees	3422	Sports coaches, instructors and officials
F154	Program leaders and instructors in recreation, sport and fitness	3422	Sports coaches, instructors and officials
G012	Food service supervisors	5131	Waiters
		5246	Food service counter attendants
		9411	Fast food preparers <sup>14</sup>
G013	Executive housekeepers	5151	Cleaning and housekeeping supervisors in offices, hotels and other establishments
G016/ G014	Other service supervisors/ Dry cleaning and laundry supervisors	4212	Bookmakers, croupiers and related gaming workers
		4221	Travel consultants and clerks
		4224	Hotel receptionists
		5111	Travel attendants and travel stewards
		5113	Travel guides
		9621	Messengers, package deliverers and luggage porters <sup>15</sup>

## 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



**AUSTRALIA**

Code	Year	2013	2014	2015	2016	2017
01	Total	1000	1000	1000	1000	1000
02	Government services	100	100	100	100	100
03	Non-government services	900	900	900	900	900
04	Other non-government services	100	100	100	100	100
05	Other non-government services	800	800	800	800	800
06	Other non-government services	100	100	100	100	100
07	Other non-government services	100	100	100	100	100

**ALBANIA**

Code	Year	2013	2014	2015	2016	2017
01	Total	1000	1000	1000	1000	1000
02	Government services	100	100	100	100	100
03	Non-government services	900	900	900	900	900
04	Other non-government services	100	100	100	100	100
05	Other non-government services	800	800	800	800	800
06	Other non-government services	100	100	100	100	100
07	Other non-government services	100	100	100	100	100

**SOUTH AFRICA**

Code	Year	2013	2014	2015	2016	2017
01	Total	1000	1000	1000	1000	1000
02	Government services	100	100	100	100	100
03	Non-government services	900	900	900	900	900
04	Other non-government services	100	100	100	100	100
05	Other non-government services	800	800	800	800	800
06	Other non-government services	100	100	100	100	100
07	Other non-government services	100	100	100	100	100

**EGYPT**

Code	Year	2013	2014	2015	2016	2017
01	Total	1000	1000	1000	1000	1000
02	Government services	100	100	100	100	100
03	Non-government services	900	900	900	900	900
04	Other non-government services	100	100	100	100	100
05	Other non-government services	800	800	800	800	800
06	Other non-government services	100	100	100	100	100
07	Other non-government services	100	100	100	100	100

**GERMANY**

Code	Year	2013	2014	2015	2016	2017
01	Total	1000	1000	1000	1000	1000
02	Government services	100	100	100	100	100
03	Non-government services	900	900	900	900	900
04	Other non-government services	100	100	100	100	100
05	Other non-government services	800	800	800	800	800
06	Other non-government services	100	100	100	100	100
07	Other non-government services	100	100	100	100	100

**SLOVAKIA**

Code	Year	2013	2014	2015	2016	2017
01	Total	1000	1000	1000	1000	1000
02	Government services	100	100	100	100	100
03	Non-government services	900	900	900	900	900
04	Other non-government services	100	100	100	100	100
05	Other non-government services	800	800	800	800	800
06	Other non-government services	100	100	100	100	100
07	Other non-government services	100	100	100	100	100

**MONACO**

Code	Year	2013	2014	2015	2016	2017
01	Total	1000	1000	1000	1000	1000
02	Government services	100	100	100	100	100
03	Non-government services	900	900	900	900	900
04	Other non-government services	100	100	100	100	100
05	Other non-government services	800	800	800	800	800
06	Other non-government services	100	100	100	100	100
07	Other non-government services	100	100	100	100	100

**CZECH REPUBLIC**

Code	Year	2013	2014	2015	2016	2017
01	Total	1000	1000	1000	1000	1000
02	Government services	100	100	100	100	100
03	Non-government services	900	900	900	900	900
04	Other non-government services	100	100	100	100	100
05	Other non-government services	800	800	800	800	800
06	Other non-government services	100	100	100	100	100
07	Other non-government services	100	100	100	100	100

**ISRAEL**

Code	Year	2013	2014	2015	2016	2017
01	Total	1000	1000	1000	1000	1000
02	Government services	100	100	100	100	100
03	Non-government services	900	900	900	900	900
04	Other non-government services	100	100	100	100	100
05	Other non-government services	800	800	800	800	800
06	Other non-government services	100	100	100	100	100
07	Other non-government services	100	100	100	100	100

**LATVIA**

Code	Year	2013	2014	2015	2016	2017
01	Total	1000	1000	1000	1000	1000
02	Government services	100	100	100	100	100
03	Non-government services	900	900	900	900	900
04	Other non-government services	100	100	100	100	100
05	Other non-government services	800	800	800	800	800
06	Other non-government services	100	100	100	100	100
07	Other non-government services	100	100	100	100	100

**INDONESIA**

Code	Year	2013	2014	2015	2016	2017
01	Total	1000	1000	1000	1000	1000
02	Government services	100	100	100	100	100
03	Non-government services	900	900	900	900	900
04	Other non-government services	100	100	100	100	100
05	Other non-government services	800	800	800	800	800
06	Other non-government services	100	100	100	100	100
07	Other non-government services	100	100	100	100	100

**MONSIEUR**

Code	Year	2013	2014	2015	2016	2017
01	Total	1000	1000	1000	1000	1000
02	Government services	100	100	100	100	100
03	Non-government services	900	900	900	900	900
04	Other non-government services	100	100	100	100	100
05	Other non-government services	800	800	800	800	800
06	Other non-government services	100	100	100	100	100
07	Other non-government services	100	100	100	100	100



## Human-centred agenda for the future of work

