Tourism Statistics: Challenges and Good Practices

Regional Workshop for the CIS countries

Employment in the tourism industries

Item 9

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Employment in tourism industries

Points of view on Employment (para 7.1-7.28):
- from a supply perspective (persons employed; see Box 7.1, p.67)
- from a demand perspective (jobs; see Box 7.1, p.67)
  - A person might have more than 1 job
  - A job might be occupied by more than 1 person
  - No one to one relationship between jobs and employed persons

Units of measurement (para 7.29-7.35):
- Number of jobs
- Number of employed persons
- Hours worked (which should be included?)
- Equivalent full time job

**Hours worked or “full-time-equivalent” (FTE) are required!**
Employment in tourism industries

Figure 7.1.

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)

Main job in other industries (4)

Other job(s) in tourism industries (3a)

Other job(s) in other industries (3b)

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, 3a, 4a
Tourism employment vs. employment in the tourism industries

- Labor is a factor of production, and as such, related to a production process, not to a product, and even less so to the consumption of a product by certain category of consumers (i.e. a visitor);
- Employment in an establishment, and thus in an industry, can be observed and measured;
- Employment associated with tourism consumption can only be estimated via an explicit or an implicit model (i.e. via tourism ratios and/or demand based on TSA).

The basic recommendation: measuring employment in the tourism industries!
What do we want to measure?

- For each tourism:
  - Number of jobs (monthly? Yearly? Peak and low?) by
    - Gender
    - Status in employment
    - Qualification
  - Number of employed persons
  - “Quality of the job” (?)
    - Permanent
    - Seasonal
    - Direct contract/through an employment agency
    - With/without social insurance
Sources for measuring employment in the tourism industries

- From the supply side - surveys of economic activities (i.e. business statistics), main difficulties:
  - Level of detail of activities (sampling frame)
  - Comparability of measurements overtime
  - Geographical coverage (sample surveys); issue of rural area or small villages
- Statistics based on administrative records (i.e. social security files, tax reports, employment reports), but shortcomings:
  - Limited coverage
  - The exclusion of informal establishments and content,
  - Inflexible concepts and definitions,
  - Incompleteness, inconsistencies and restricted access due to legal or administrative constraints
- From the demand side - household surveys (LFS), main difficulties:
  - Snapshot at a given moment in time
  - Relationship of this snapshot with supply statistics
  - Non-permanent activities; seasonality
  - Individuals with more than one job
Figure 7.3.

Relationship between different measures of tourism employment in a given period

- Employed persons in reference period in the tourism industries
  - With single jobs in the tourism industries
  - With multiple jobs (main and/or additional job(s) in the tourism industries)

- Jobs in reference period in the tourism industries
  - Employee jobs
  - Self-employed jobs

- Total actual hours worked in reference period, excluding annual leave and holidays, and if possible, sick leave

- Full-time average actual (in reference period) hours worked per job, excluding annual leave and holidays, and if possible, sick leave

- Full-time equivalent employment, which equals number of full-time equivalent jobs

- Defined as: Full-time average actual (in reference period) hours worked per job, excluding annual leave and holidays, and if possible, sick leave.

- Equals: Full-time equivalent employment, which equals number of full-time equivalent jobs.