

Human Resource Module of the Tourism Satellite Account, Update to 2006



The aim of the Human Resource Module (HRM) is to provide timely and reliable statistics on the human resource dimension of tourism. It serves as a useful planning and forecasting tool for policy makers in the tourism, employment and training areas. Various tourism-affiliated agencies, academics, and decision-makers in tourism will also be able to use it for research and analysis, planning and development.

Travel Services accounted for 47 thousand jobs in 2006, up 1.3%, following a 5.9% gain in 2005. This industry group accounted for only 2.6% of all jobs in tourism. The average hourly compensation for jobs in this industry group was above average (\$21.56 per hour versus \$17.95), as were the hours worked (1,805 hours per year versus 1,559). Travel counsellor was the predominant occupation, accounting for 42% of the industry's employee jobs.

5.1 Jobs, hours and earnings in tourism industries

Table 1 Human Resource Module, total jobs, average annual hours worked and average hourly compensation

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Number of jobs (thousands)										
Total tourism industries	1,525	1,552	1,622	1,658	1,691	1,728	1,762	1,786	1,781	1,819
Transportation	234	236	245	250	245	252	249	241	239	241
Air transportation	62	66	69	71	69	65	62	61	62	63
Other transportation	172	170	176	179	177	187	187	180	178	178
Accommodation	230	234	234	231	217	230	230	232	231	232
Food and beverage services	770	778	821	849	886	873	894	897	901	926
Recreation and entertainment	252	265	278	284	300	328	344	372	364	372
Travel services	40	38	43	45	43	45	45	44	46	47
Average annual hours worked (all jobs)										
Total tourism industries	1,602	1,629	1,617	1,604	1,591	1,565	1,577	1,589	1,557	1,559
Transportation	1,848	1,853	1,864	1,860	1,851	1,842	1,847	1,905	1,861	1,852
Air transportation	1,731	1,715	1,716	1,718	1,762	1,752	1,751	1,830	1,735	1,732
Other transportation	1,891	1,906	1,922	1,917	1,886	1,873	1,879	1,930	1,905	1,895
Accommodation	1,756	1,813	1,792	1,781	1,771	1,737	1,727	1,750	1,731	1,696
Food and beverage services	1,521	1,554	1,537	1,512	1,495	1,463	1,490	1,493	1,467	1,484
Recreation and entertainment	1,443	1,464	1,465	1,484	1,505	1,477	1,486	1,489	1,441	1,437
Travel services	1,816	1,780	1,767	1,772	1,793	1,771	1,738	1,824	1,792	1,805
Average hourly compensation (all jobs)										
Total tourism industries	13.89	14.17	14.56	15.32	15.75	16.31	16.08	16.51	17.23	17.95
Transportation	25.27	25.93	26.35	27.06	28.19	28.27	29.39	29.66	30.50	31.61
Air transportation	27.40	28.26	29.99	31.25	31.38	32.07	32.72	31.73	34.24	34.52
Other transportation	24.58	25.11	25.07	25.56	27.03	27.04	28.37	29.00	29.31	30.67
Accommodation	11.59	11.82	12.30	13.16	14.31	14.25	14.04	14.75	15.54	17.21
Food and beverage services	9.34	9.69	9.83	10.54	10.65	11.39	10.99	11.39	12.11	12.48
Recreation and entertainment	17.12	16.88	17.78	18.39	18.93	19.12	18.49	18.82	19.63	20.58
Travel services	16.05	17.55	17.40	18.63	18.69	18.80	19.24	19.67	20.61	21.56

Note: Including jobs from self-employment.

A total of 2.8 billion hours was worked in tourism industries in 2006, accounting for 9.7% of the 29.1 billion

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hours worked in the economy overall. This reflected an average 1,559 hours of work per year, somewhat less than the economy-wide average of 1,738 hours. The lower hours of work reflected the higher proportion of part-time jobs found in tourism. It is interesting to note that the average annual hours worked increased slightly in 2006 in tourism industries, but were unchanged for the economy overall. In Retail Trade, a sector characterized by a high proportion of part-time jobs, like tourism, the average annual hours of work per job fell from 1,584 hours in 2005 to 1,566 hours in 2006.

5.3 Profile of employees in tourism industries

The HRM includes details on three characteristics of employees namely, gender, age group and immigrant status. The following highlights some of the HRM results according to these demographics.

Table 2 HRM industry summary, employee jobs by employee characteristics, 2006

Industry	Total employee jobs	Share of total	Gender		Age group				Immigrant status	
			Male	Female	15 to 24	25 to 34	35 to 44	45 +	Immigrant	Non-immigrant
	thousands		percent							
Total tourism industries	1,685	100.0	45.4	54.6	39.0	18.2	16.9	25.9	20.4	79.6
Transportation	219	13.0	70.5	29.5	7.8	19.2	24.2	48.7	20.5	79.5
Air transportation	62	3.7	61.6	38.4	11.8	26.0	23.2	39.0	23.9	76.1
Other transportation	156	9.3	74.0	26.0	6.2	16.6	24.6	52.6	19.1	80.9
Accommodation	221	13.1	37.5	62.5	27.3	18.6	19.2	34.8	22.6	77.4
Food and beverage services	899	53.3	39.9	60.1	50.7	17.2	14.7	17.3	21.7	78.3
Recreation and entertainment	304	18.0	51.6	48.4	39.5	18.0	15.3	27.2	12.8	87.2
Travel services	43	2.6	31.8	68.2	9.6	30.4	26.7	33.3	34.2	65.8

Women held 920 thousand employee jobs in tourism industries in 2006, an increase of 22,000 from 2005. These gains were mostly full-time and accounted for nearly half the job gains in the sector. Among women, the number of employee jobs held by those aged 45 and over increased the most in 2006 (+3.5%). Among men, on the other hand, jobs held by those aged 25-34 increased the most (+3.9%). The number of jobs held by women and men aged 35 to 44 hardly changed.

Women were notably under-represented in Other Transportation, holding only 26% of the employee jobs. Conversely, 68% of jobs in Travel Services were held by women. Women were more likely to be working part-time than men. They also earned less. Women working in tourism industries earned \$19,100 in 2006, compared to \$30,500 for men. There was significant variation in women's wages and salaries, with jobs in Air Transportation paying the most (\$42,269) on average, and jobs in Food and Beverage Services paying the least (\$14,632).

Youth aged 15 to 24 years held 658 thousand employee jobs in the tourism industries in 2006. These young workers were more likely to be working in part-time jobs than other tourism workers, accounting for two-thirds of all the part-time work in the sector. Their wages were also considerably lower. For example, the average hourly wage among workers aged 15-24 was \$8.82 in 2006, just over half the average across tourism industries. Over 1997 to 2006, the number of jobs held by younger (15 to 24 years of age) and older (45 + years of age) employees in tourism has grown significantly, averaging 2.8% and 4.8% per year, respectively. Over the same period the number of jobs held by 25 to 44 year olds has declined.

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Immigrants (persons born outside Canada) held 344 thousand jobs in tourism industries in 2006, or 20% of employee jobs. They were more likely to be employed in Travel Services and less likely to be employed in Recreation and Entertainment compared to non-immigrants. Immigrants were also more likely to be older: 18% were between 15 to 24 years old, compared to 44% for non-immigrants. Over 40% of immigrant workers belong in the 45+ age group. Immigrants working in tourism industries were more likely to be men (53% versus 43%) and more likely to be in full-time jobs (72% versus 58%) than their non-immigrant counterparts. These results have been quite stable over 1997 to 2006. On average, immigrants worked longer hours than their non-immigrant counterparts, 1,755 hours per year versus 1,485 in 2006. This was the case for both men and women and for full-time and part-time jobs, across the period covered by the HRM. Immigrants also earned higher annual wages and salaries on average (\$28,769 versus \$23,112 in 2006), although this reflects the fact that the immigrant labour force in tourism industries is older and that older workers earn more than younger workers.