



**“QUANTIFICATION AND GENERAL CHARACTERIZATION
OF TOURISM EMPLOYMENT IN URUGUAY”**

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Abstract

Tourism, a labour-intensive activity, plays an important role in the Uruguayan economy, with an estimated weight of 6% of the GDP in 2009. One of the main externalities of tourism is the generation of employment hence the great importance of trying to measure it.

Despite the importance of this activity in Uruguay, there is no record of indicators that allows quantification of the contribution of tourism to the generation of employment in the economy.

The aim of this work is to measure the contribution of tourism activity in the generation of employment in Uruguay between 2006 and 2009. Specifically, to determine the number of working places generated in this activity, to elaborate an indicator of the participation of tourism employment in the economy, and to characterize the tourism workforce, applying the conceptual frame provided by the World Tourism Organization (UNWTO) and the Organization for the Cooperation and the Economic Development (OECD). In addition, we analyzed the experiences in measuring tourism employment of different countries, as Spain and Argentina.

To determine the typical industries of tourism activity we used the classification of tourism activities adapted for Uruguay within the MINTUR-IESTA project framework.¹ The information was obtained from the Continuous Household Survey of the National Institute of Statistics (INE) held since 1968, and from which the principal employment statistics of the country are extracted.

The main result achieved in this paper, as regards the participation of tourism employment in GDP, indicates that it remained around 8% between 2006 and 2009. As for the characterization of employment in tourism, in the analyzed period it shows a high share of male heads of household, up to 37 years old, who are private employees and make contributions to the national welfare agency, “Banco de Previsión Social” (BPS).

Keywords: tourism employment, tourism jobs, tourism employment participation

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□ Project "Improvement of tourism information towards the Tourism Satellite Account for Uruguay", carried out under an agreement between the Ministry of Tourism and Sport of Uruguay and the Institute of Statistics, Faculty of Economics and Business Administration, UdelaR, conducted between January 2008 and March 2010.

1. Introduction

This work was developed within the activities of the Programme “Improving the Competitiveness of Strategic Tourist Destinations” 1826/OC/UR MINTURD – IDB Loan, which was implemented through a contract between the Ministry of Tourism and Sport and the Association for Social Science Foundation, with the aim of improving the National System of Tourism Information towards the Tourism Satellite Account (TSA) in the country.

The objectives of this work are: to develop an indicator of the jobs generated by the sector, and to describe and analyze the employment situation in the various tourism industries, given the positive impact of tourism on employment. In this sense, it aims to get, not only the number of jobs, but also the social and demographic characteristics, conditions and mobility of that workforce, using the conceptual framework provided by the WTO and OECD.

Measurement considers **employment in tourism**, and the indicator to express its magnitude will be the **number of tourism jobs** in relation to the total number of jobs in the economy.

This definition, despite being the one recommended by international organizations and being the most used in countries like Spain and Argentina, has certain limitations. They are explained by the fact that the activities identified as tourism can provide goods and services to visitors and residents. Moreover, visitors can purchase goods and services from a variety of other activities not typical of Tourism. This then determines an over-valuation in the first case, and an under-valuation of jobs related to the production of goods and services non characteristic of tourism that are not included.

In Uruguay, the products and the specific activities of Tourism were determined based on the Standard International Classification of Tourism Activities (SICTA), used by the World Tourism Organization, and on their description made in the UNWTO Recommendations for the implementation of the TSA, adapting them to national circumstances.

The work is divided into several sections: the first introduces international background on tourism employment measurements, the second presents the main definitions used and the methodology of calculation of indicators, the third section shows the results obtained, and finally the fourth section includes comments and proposes ideas to improve these results in the future.

2. Background

As background to this work we have used data on employment indicators developed in other countries that follow the recommendations of the UNWTO and OECD on this subject. First, Spain studied the EMPLOYMENT IN THE TOURISM SECTOR report conducted by the Institute for Tourism Studies (IET), based on data provided by the Labour Force Survey (LFS) conducted by the National Statistics Institute (INE).

This report analyses the jobs related to tourism economic activities: 55 Hospitality, 601 Railways Transport, 602 Other land transport, 61 Shipping, coastal and inland waterways, 621 Standard air transport, 622 Discretionary air transport, 632 Other auxiliary transport activities, 633 Travel agencies and tour operators activities, 711 Car rental, 712 Rental of other transportation 923 Other arts and entertainment activities, 925 Library, archives and museums, 926 Sports, 927 other recreational activities, following international recommendations.

Also this study uses data from other surveys. For example, for the analysis of labour costs in the sector, it considers the Quarterly Labour Cost Survey (ETCL) also elaborated by the INE; and to complement findings on working hours, it has taken data from the Survey of Labour Situation (ECL) developed by the Ministry of Labour and Immigration.

The main results for 2008 shows that the number of workers in the Spanish tourism sector is 2,889,153. It represents 12.6% of the active population of the national economy and 19.7% of the active population of the services sector. From that total, 42.8% of employees are employed in restaurants and canteens, while 26.2% are employed in transport, 12.5% in hotels, 2.4% in travel agencies and 16%, in tourist activities (recreational or cultural activities, car rentals and other artistic activities).

Considering the characteristics of workers in tourism, we note that 57.7% of employees are males and are aged between 30 and 44 (42.9%). Finally, 62.3% have completed secondary education, 21.2% have completed tertiary education and 16.3% primary school.

Regarding the working conditions, from 2.6 million people employed, 77.4% are salaried, Stable employment is growing in 2008 in the tourism sector, and fulltime employment represents 83.5%

In Argentina we considered the analysis conducted in 2007 by the National Tourism Development Directorate of the Ministry of Tourism Office, under the Federal Strategic Plan for Sustainable Tourism 2016 - SECTUR.

This work, called EMPLOYMENT IN CHARACTERISTIC BRANCHES OF TOURISM IN ARGENTINE, is a compilation and analysis of statistical information regarding the impact of tourism sector in employment generation.

This work estimates the volume of employment in the branches characteristic of tourism in Argentina, defined as per the UNWTO classification of activities characteristic of tourism, using as a source of data to the Permanent Household Survey (EPH) conducted by the National Institute of Statistics and Censuses (INDEC).

The 2006 results show that employees in the branches characteristic of tourism amounted to an annual average of 956,546, representing about 9.7% of total employed persons nationwide.

As for the characteristics of workers, the proportion of men (57.8%) is higher than that of women (42.2%). In the case of younger groups there is a greater concentration of work in the gastronomic services sector. In this sector, 11.3% of employed persons is less than 21 years old. In air and water transport services, most employed people belong to the group ranging from 21 to 40 years old.

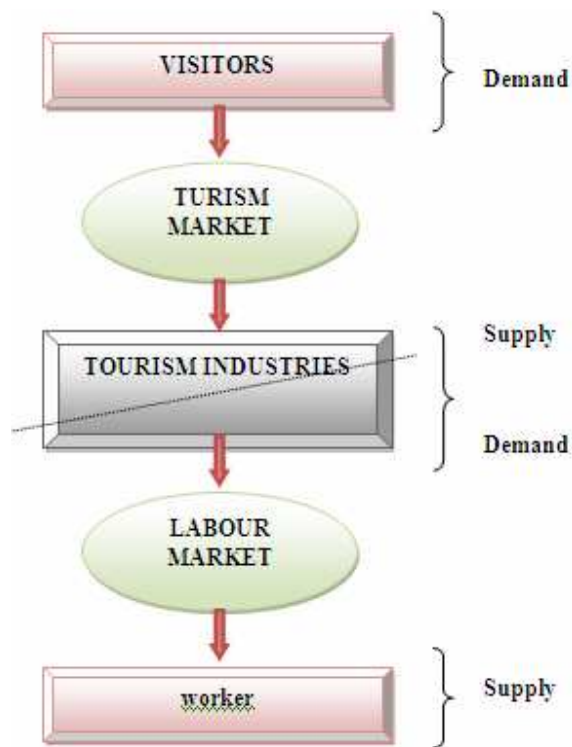
Finally, considering working conditions, it seems that the branch with higher average number of hours worked is the automotive transport (57 hours), followed by water transport services (48 hours average). In terms of formality (pension contributions), we see that the highest percentage is reached in the rail and air transport with 93.2% and 94.1% respectively. In the structure of occupational categories for the total employed population 75% are workers or employees, 19.2% self-employed and 4% patterns.

3. Methodology

3.1 Basic Concepts

Tourism is defined from a demand perspective, as activities undertaken by people outside their usual environment. Visitors purchase goods and tourist services; to provide them different companies and organizations (supply) need inputs such as labour, capital, etc.

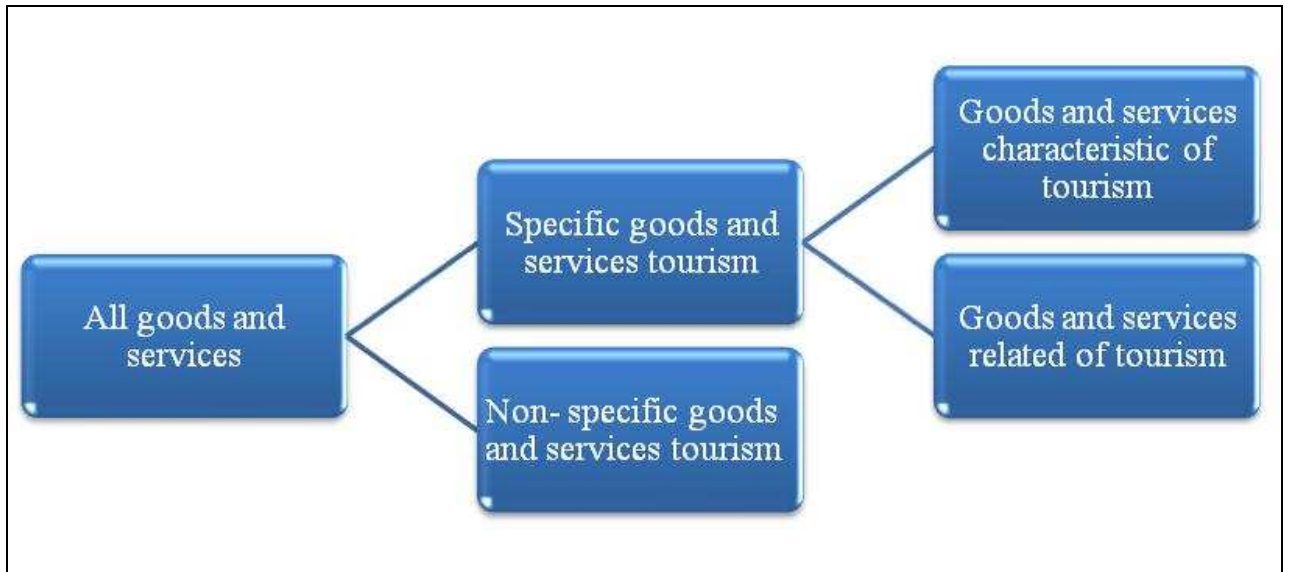
Figure 1: Relationship between Tourism and Labour Market



From the supply perspective, "Tourism is a set of economic activities that produce the main goods and services demanded by visitors and that make the visitor's stay in the destination."

But not all goods and services have the same importance in the consumption of the visitor, so in this universe a distinction is made between specific and non specific products, and between products characteristic of tourism and related products as shown below:

Figure 2: Tourism Specific Products



While tourism is approached from the perspective of demand, tourism employment defined in this way can lead to erroneous estimates of the total number of jobs generated by the sector. For example, if we use a ratio that transfers the tourist spending to jobs -if every thousand dollars spent by a tourist is to generate three jobs- we would erroneously conclude, that if the income from tourism in the country are one million dollars, it would generate three thousands jobs.

Tourism employment is defined from the supply perspective, as the number of jobs generated or attributable to the use, by visitors, of goods and services produced by the different industries characteristic of tourism.

Tourism characteristic activities can be identified as those productive activities whose main production is a product characteristic of tourism.

Since all these activities make up an industry only according to the 1993 SNA definition, the TSA defines the tourism industry as all establishments whose principal productive activity is a tourism characteristic activity.

Applying this definition, we can distinguish 12 groups:

1. Hotels and similar
2. Second home ownership (imputed)
3. Restaurants and similar
4. Passenger transport services by rail
5. Passenger transport services by road
6. Maritime transport services of passengers
7. Air transport services of passengers
8. Incidental services to transport passengers
9. Rental equipment for passenger transportation
10. Travel agencies and similar
11. Cultural services
12. Sports and other recreational services

From this list, the project "Improvement of tourist information towards the Tourism Satellite Account Uruguay", carried out under an agreement between the Ministry of Tourism and Sport and the Institute of Statistics, Faculty of Economics and Administration, UdelaR, conducted between January 2008 and March 2010, a list of tourist activities was determined for Uruguay, which was adopted for the realization of this work:

1. ACCOMMODATION
 1. Hotels and similar
 2. Second home ownership (imputed)
2. RESTAURANTS AND SIMILAR
3. PASSENGER TRANSPORT SERVICES
 - 3.1. Passenger transport services by road
 - 3.2. Maritime transport services of passengers
 - 3.3. Air transport services of passengers
 - 3.4. Auxiliary services to transport passengers
 - 3.5. Rental equipment for passenger transportation
4. TRAVEL AND RELATED AGENCIES
5. DIVERSE TRAVEL SERVICES
 - 5.1. Cultural services
 - 5.2. Sports and other recreational services

2. Sources of Data

The Continuous Household Survey (ECH) is used as a database for the development of the various indicators proposed in this paper. This survey is the responsibility of the National Statistics Institute (INE) since 1968 and is where the main statistics of employment in the country are drawn.

The Extended National Household Survey (ENHA) for 2006 and the Continuous Household Survey (ECH) for 2007-2009 were surveyed throughout the department of Montevideo (urban and rural areas and their suburbs), in the urban provinces, small towns and rural areas nationwide, 365 days a year.

These surveys study topics related to home and respondents, with a substantial number of questions related to the employment situation of respondents, considering those over 14 years old. These questions aim at classifying the population employed, unemployed or inactive and also at making a characterization of it.

According to the occupational status of the person, it is possible to know, for those who work, the quantity of jobs they have, to determine the industry or type of occupation they perform, their regular working hours per week and the number of people that usually work at the company where they work.

In addition, this investigation allows studying the spatial mobility of the population due to business reasons inside or outside the country. For the employed people, it indicates whether or not they are registered in Social Security, through direct consultation on contributions made to a Retirement Fund for this work, to which fund they contribute, and if they do, if they contribute for the entire income amount.

3. Construction of indicators

Indicators built in this work are:

Jobs generated by the economy: total jobs in all industries in the first and second occupation of the persons referred to in the ECH.

Tourism Jobs generated by the economy: total jobs in all the activities characteristic of tourism in the first and second occupation of the persons referred to in the ECH.

Tourism Job Participation (TJP): percentage of tourism jobs in the total.

Characterization of the labour force, to establish key demographic characteristics of tourism workers:

- Sex
- Age
- Household role

Conditions of the labour force, to describe the general conditions in which tourist workers work :

- Dependency relationship
- Formality
- Antiquity
- Hours worked

For this characterization only employed people are considered, rather than jobs, because a person can have more than one job in tourism and it would duplicate the information. For the calculation of jobs and different characterizations, it is necessary to adjust the classification activities characteristic of tourism, to match the definitions included in the ISIC Revision 3 code, which is used in the INE survey.

Adapting the Tourism Characteristic Activities to the ISIC Code

Accommodation:

- Hotels: 5511
- Guest House, hotels high turnover, 5512
- Camping and other temporary accommodation: 5513
- Real Estate: 7000

Restaurants, bars and taverns: 5520

Transportation:

- Passenger Service land: 6021, 6022
- Waterway passenger service: 6110, 6120
- Air passenger service: 6210, 6220
- Auxiliary services to transport passengers: 6303

Vacation property for transportation equipment: 7110

Travel agencies and activities: 6304

Cultural and recreational services:

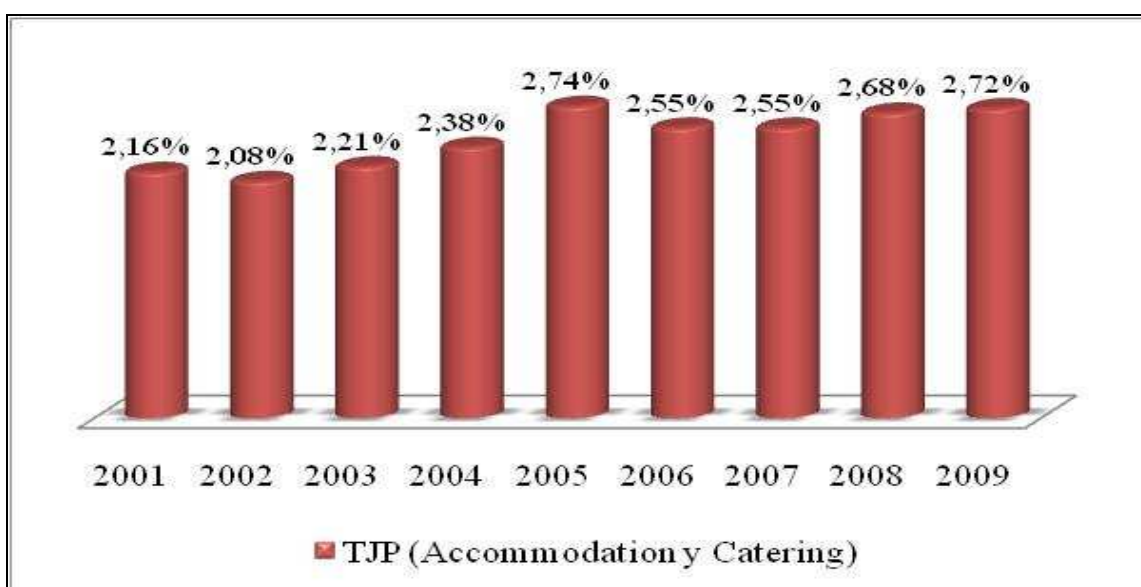
- Exhibition of films and videos: 9212
- Radio and television activities: 9213
- Dramatic arts, music and other artistic activities: 9214
- Other entertainment and recreation: 9219
- Libraries, museums and others: 9230
- Sports activities: 9241
- Other recreational activities. Includes recreational activities in parks and beaches, gambling activities, etc...: 9249

Various tourist services: 7130

4. Main Results

Analyzing only accommodation and restaurants, between 2001 and 2009, the **TJP** is around 2.5%, showing its maximum value of 2.74% in 2005. In particular, for 2006 and 2007 it was 2.55% (36,730 specific positions in a total of 1.439.69 jobs. and 38,182 specific positions in a total of 1,495,118 jobs); for 2008, the number of jobs in these activities was 41,312 in a total of 1.541.362 jobs, which represent 2.68% and 2.72% of total jobs in 2009.

Graphic 1: Evolution of TJP (Accommodation and Catering)



Source elaboration based on data from the ECH-INE

Once defined tourism activities to be used, it is possible to calculate the jobs in tourism and tourism employment participation for years 2006, 2007, 2008 and 2009 as shown in the following table:

Table 1: Jobs and TJP 2006-2009)

YEAR	TOURISM JOBS	JOBS IN THE ECONOMY	TJP
2006	112.001	1.439.696	7,78%
2007	119.727	1.495.118	8,01%
2008	125.640	1.541.362	8,15%
2009	130.297	1.700.926	7,66%

When incorporating all the activities characteristic of tourism, we can see that the TJP is around 8% for these years. In addition it, we found that the number of tourism jobs has increased over the period, for example in 2009 these positions increased by 3.7%.

However, the participation of tourism employment decreased, since the increase in the number of jobs in the economy was greater, increasing from 8.15% to 7.66%.

When we analyze the composition of tourism jobs shows, we note the incidence of Restaurants and land passenger Transportation sectors in the four years.

In 2006, a total of 112,001 jobs were estimated, which highlights the important contribution of restaurants (24.9%) and road passenger transport (19.7%), noting that it is known that not all the output of these industries is intended to Tourism, but also that there are goods and services consumed by visitors who have not been considered.

In 2007, the number of jobs is 119,727 where the restaurant industry, with 25% and the land transport sector with 19.7% are the ones who contribute the most to the total.

The number of jobs in 2008 increased to 125,640, again highlighting the contribution of the restaurant industry, with 27.7% and the land transport sector, with 20.4%.

Table 2: Jobs in Tourist Activities 2006-2008

TOURIST ACTIVITIES	2006	2007	2008
Hotels	7.452	7.078	7.856
Guest House	516	579	859
Camping and other accommodations	458	527	450
Real Estate	5.657	5.579	6.433
Restaurants, bars and canteens	27.910	29.998	32.754
Land Passenger Service	22.141	23.594	24.659
Waterway passenger service	1.194	1.316	1.716
Air passenger service	1.080	899	1.326
Auxiliary transport services	5.562	4.609	6.148
Vacation goods transport equipment	247	529	482
Travel Agents and complementary activities	1.764	2.320	2.089
Exhibition of films and videos	310	307	284
Radio and television activities	4.551	5.361	4.485
Theater, music	6.389	7.248	7.805
Other entertainment and recreation	5.944	5.430	5.438
Libraries, museums.	1.741	2.527	3.327
Sports	11.461	13.456	12.236
Other recreational activities (parks, beaches, gambling, etc.).	6.946	6.922	6.314
Various tourism services	678	1.448	979
TOTAL JOBS IN TOURISM	112.001	107.219	125.640

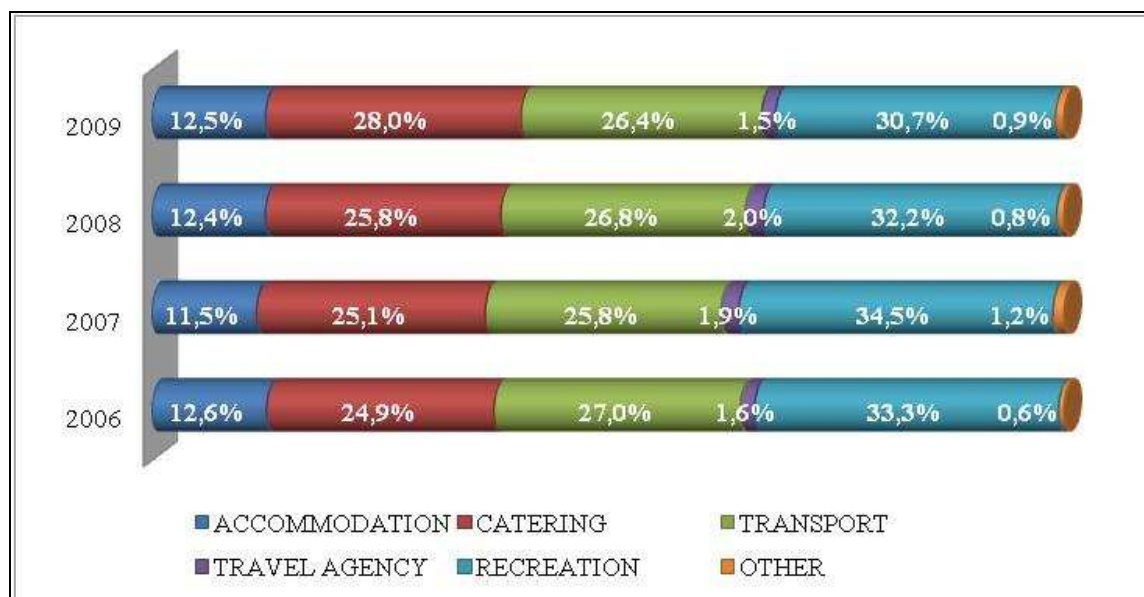
Finally in 2009 there are 130,297 tourism jobs, the gastronomic sector accounts for 28%, and land transport sector represents 20.1% as detailed in the following table:

Table3: Jobs in Tourist Activities 2009

TOURIST ACTIVITIES	JOBS	PERCENTAGE
Hotels	8688	6,67%
Guest House	840	0,64%
Camping and other accommodations	335	0,26%
Real Estate	6380	4,90%
Restaurants, bars and canteens	36459	27,98%
Land Passenger Service	26250	20,15%
Waterway passenger service	1715	1,32%
Air passenger service	838	0,64%
Auxiliary transport services	5048	3,87%
Vacation goods transport equipment	516	0,40%
Travel Agents and complementary activities	1984	1,52%
Exhibition of films and videos	412	0,32%
Radio and television activities	5517	4,23%
Theater, music	6634	5,09%
Other entertainment and recreation	5168	3,97%
Libraries, museums.	2103	1,61%
Sports	13969	10,72%
Other recreational activities (parks, beaches, gambling, etc.).	6239	4,79%
Various tourism services	1202	0,92%
TOTAL JOBS IN TOURISM	130.297	100%

The graph below shows the composition of jobs in this period.

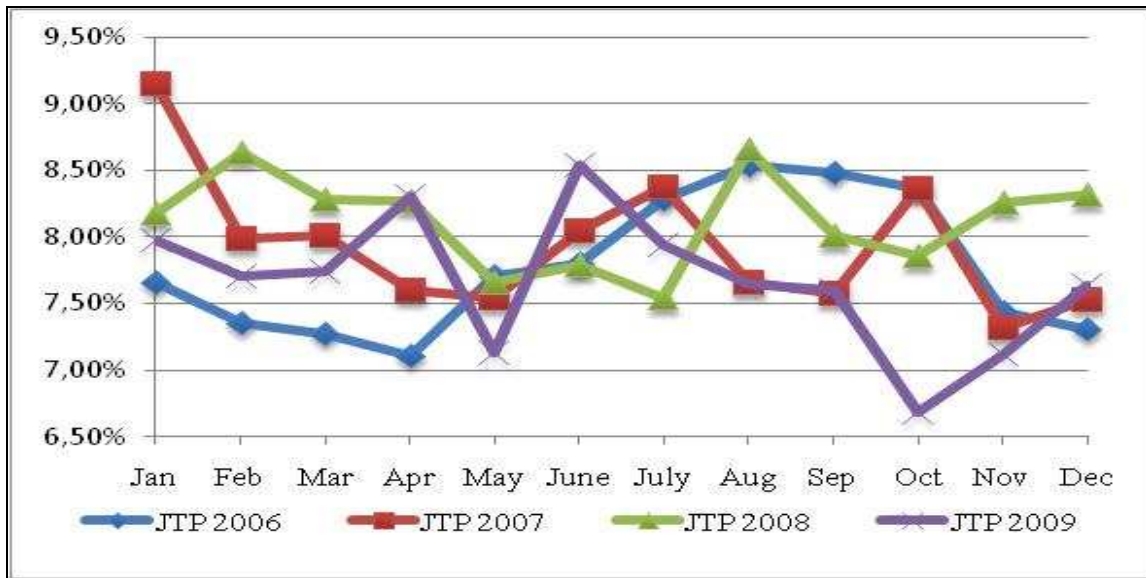
Graphic 2: Tourist Jobs by Categories 2006-2009



Source elaboration based on data from the ECH-INE

The seasonality of tourism is very important, so it helps to know the monthly data for jobs in tourism, which can confirm this characteristic. JTP graph is made on a monthly basis for that reason.

Graphic 3: Evolution of monthly JTP, 2006-2009



Source elaboration based on data from the ECH-INE

In 2006 a greater participation of tourism jobs is observed in the months of August and September. On the other hand, the monthly average is 119,598 jobs. In 2007 the largest participation occurs in the months of February and August, and the monthly average is 111,598 jobs. In 2008 the largest participation takes place in January and the monthly average is 125,626 jobs.

Table 4: Monthly evolution of the Tourism Jobs 2006-2008

MONTH	2006			2007			2008		
	TOURISM JOBS	JOBS IN THE ECONOMY	TJP	TOURISM JOBS	JOBS IN THE ECONOMY	TJP	TOURISM JOBS	JOBS IN THE ECONOMY	TJP
January	110.199	1.438.389	7,66%	135.896	1.486.276	9,14%	124.265	1.520.507	8,17%
February	102.917	1.398.907	7,36%	118.605	1.484.280	7,99%	130.729	1.513.940	8,64%
March	101.682	1.397.987	7,27%	119.382	1.489.506	8,01%	124.464	1.503.292	8,28%
April	101.820	1.432.409	7,11%	113.396	1.491.571	7,60%	130.176	1.575.422	8,26%
May	110.896	1.439.778	7,70%	114.045	1.512.893	7,54%	119.001	1.553.599	7,66%
June	108.849	1.394.991	7,80%	118.021	1.466.931	8,05%	119.064	1.529.204	7,79%
July	118.222	1.427.716	8,28%	124.251	1.482.822	8,38%	116.416	1.544.721	7,54%
August	124.024	1.452.451	8,54%	114.234	1.490.854	7,66%	134.756	1.557.483	8,65%
September	124.740	1.471.866	8,47%	112.284	1.482.876	7,57%	121.916	1.522.557	8,01%
October	122.033	1.458.328	8,37%	126.387	1.511.544	8,36%	123.793	1.575.645	7,86%
November	109.402	1.471.386	7,44%	111.367	1.520.743	7,32%	131.195	1.588.641	8,26%
December	108.707	1.487.520	7,31%	116.787	1.550.606	7,53%	131.613	1.582.008	8,32%

Finally, considering the year 2009, we find that greater involvement occurs in the month of June, although the maximum number of tourism jobs is reached in the month of April: 140,326. The average for this year is 129,645 jobs. These results are detailed in the table below.

Table 5: Monthly evolution of the Tourism Jobs 2009

MONTH	TOURISM JOBS	JOBS IN THE ECONOMY	TJP
January	134.714	1.690.487	7,97%
February	129.692	1.683.123	7,71%
March	129.841	1.677.912	7,74%
April	140.326	1.691.481	8,30%
May	114.396	1.604.412	7,13%
June	139.521	1.634.429	8,54%
July	135.442	1.706.654	7,94%
August	128.144	1.675.294	7,65%
September	129.481	1.703.880	7,60%
October	114.473	1.713.354	6,68%
November	122.981	1.727.521	7,12%
December	136.735	1.789.640	7,64%

In short, from INE's Household Survey, employment in tourism is estimated at around 120,000 jobs a year on average, over the period 2006-2009.

This estimate has some limitations: firstly, there is over-valuation due to the impossibility of distinguishing whether the consumption of goods and services typical of Tourism is exclusively from visitors, and secondly, there are sub-valuation, by not including activities non-characteristic of tourism, whose products can be purchased by visitors.

As a complement to the quantification, we considered qualitative aspects of employment in tourism: characteristics of the workforce and working conditions.

For 2006 and 2007, regarding the characteristics of tourism workers, we found that 64% of workers are men, 24% are between 28 and 37 years old, followed by 22% who are between 38 and 47 years old, 55% of workers in tourism are heads of household.

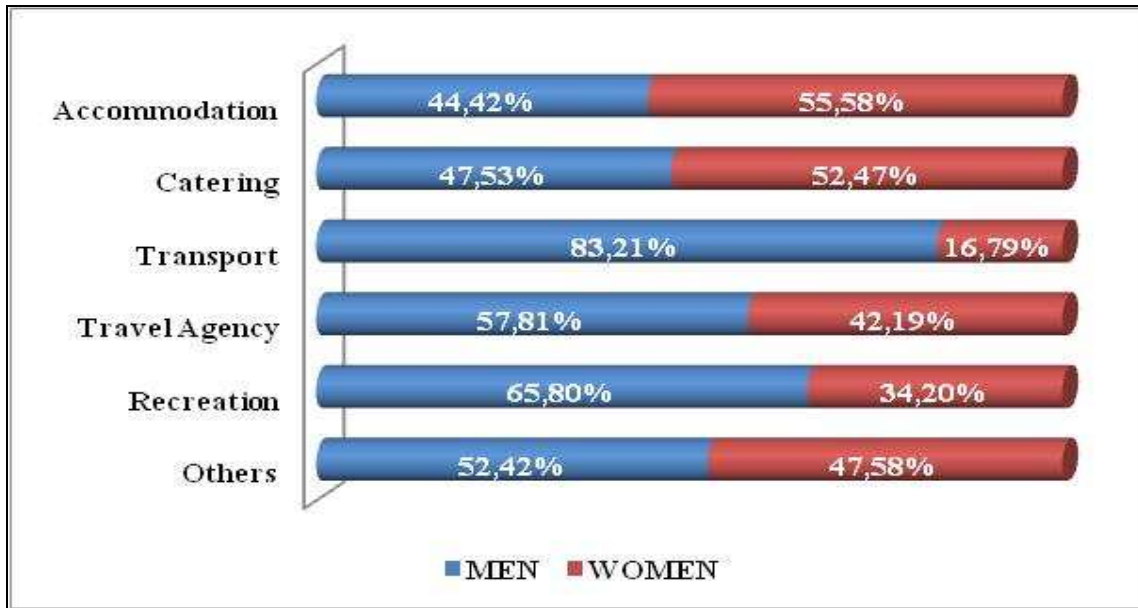
In terms of working conditions, 65% of workers are private salaried, followed by 15% of workers self-employed with investment, 65% contribute to the BPS, and 35% work in the sector averaged between 40 and 49 hours per week.

In 2008, we can characterize the work force as mostly male (63% of tourism workers are men), aged between 28 and 47 (22% between 28 and 37 years old, and 21.8% between 38 and 47 years old), and 53% of workers in tourism are heads of household.

With regard to working conditions, in 2008 65% of workers are private employees, followed by self-employed workers with investment 16%, 66% contributes to the BPS, 39% work in the sector an average of between 40 and 49 hours per week, and 24% have a seniority of between 4 and 10 years, followed by those with less than a year of seniority with 22%.

In 2009, we found that 62.3% of people employed in tourism are men, which is explained by the weight that transportation has within the total of jobs occupied, and the high sex ratio that occurs in this sector, 83.2%, as shown in the graphic below.

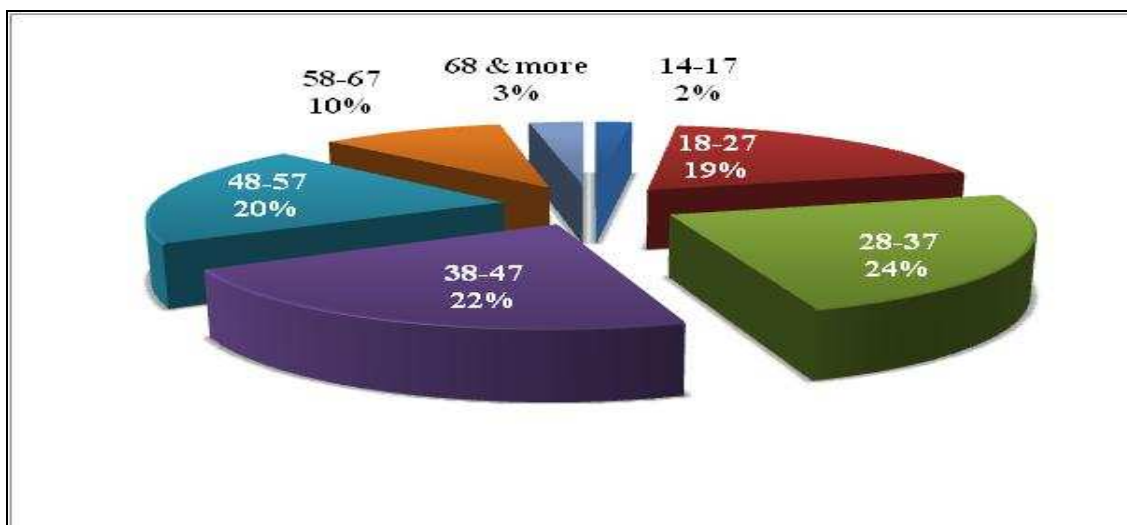
Graphic 4: Characterization of the Labor Force by Sex - 2009



Source elaboration based on data from the ECH-INE

As regards the age of workers, 24% are in the range of 28 to 37 years old. When considering this by sector, this trend occurs in the hotels and restaurants, while for land transportation, the majority is concentrated in the range of 48 to 57 years old. (See table in annex).

Graphic 5: Characterization of the Labor Force by Age - 2009



Source elaboration based on data from the ECH-INE

Regarding the role of tourism workers within the household, 54.3% are heads of household. When we consider the working conditions of those employed in tourism, 67.4% of workers are private employees, followed by self-employed with investment 15.9%. 67.4% contribute to BPS with outstanding areas such as transport, with a high degree of formality (98%) and others sectors such as recreation, with a significant number of workers without social security contributions (24%). 36.9% work in the industry with an average of 40 to 49 hours per week, followed by those working over 60 hours per week, 15.4%. 24.1% have a seniority of 4 to 10 years, but seasonality of tourism is reflected in the fact that 20.8% of employed persons work less than a year ago.²

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□ Considering only persons whose primary occupation is in tourism, since the structure of the survey, no data of those who have second job in tourism.

5. Final findings

As mentioned earlier, this paper aims to measure the impact of tourism on employment in the country, and to characterize the tourism worker.

In this sense, using the methods recommended by international organizations, and taking into account the reference of leading countries in terms of Tourism statistics (such as Spain), we can conclude that the share of tourism employment in Uruguay between 2006 and 2009 is around 8% of total employment.

As noted above, this analysis presents some limitations, since the selected industries can provide goods and services not only to visitors but to other people as well. And, on the other hand, visitors can purchase goods and services from a variety of other industries that are not characteristic of Tourism.

This determines the need for other sources of information, mainly tourist business surveys, to determine properly the proportion of workers engaged in tourism activities.

On the other hand, it would be important to have information of businesses related to tourism such as construction companies and retail sales, which have their production increased because of tourism, which will imply increased recruitment of personnel, who could be considered as employed in tourism.

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7. Statistical Annex

Table A1: Employed in Tourism by Sex, 2009

TOURIST ACTIVITIES	MEN	WOMEN
Hotels	3.714	4.888
Guest House	316	524
Camping and other accommodations	199	136
Real Estate	2.899	3.370
Restaurants, bars and canteens	17.100	18.880
Land	22.499	3.571
Waterway passenger service	1.098	514
Air passenger service	421	417
Auxiliary transport services	4.013	1.023
Vacation goods transport equipment	320	196
Travel Agents and complementary activities	1.125	821
Exhibition of films and videos	187	225
Radio and television activities	3.636	1.671
Theater, music	4.435	1.609
Other entertainment and recreation	2.892	1.736
Libraries, museums.	987	1.116
Sports	8.958	4.091
Other recreational activities (parks, etc.).	3.665	2.419
Various tourism services	607	551
TOTAL JOBS IN TOURISM	79.071	47.758
PERCENTAGE	62,34%	37,66%

Table A2: Employed in Tourism by Age, 2009

TOURIST ACTIVITIES	14-17	18-27	28-37	38-47	48-57	58-67	68 more
Hotels		2.030	2.162	2.183	1.425	585	217
Guest House		78	261	179	290	18	14
Camping and other accommodations	12	86	49	16	75	97	0
Real Estate	54	794	1.267	1.606	1.604	738	206
Restaurants, bars and canteens	902	8.729	9.146	6.627	5.883	3.557	1.136
Land Passenger Service	138	1.997	4.612	6.985	8.435	3.342	561
Waterway passenger service		319	527	317	369	80	0
Air passenger service		198	401	65	115	59	0
Auxiliary transport services		996	1.064	1.206	1.218	527	25
Vacation goods transport equipment		81	213	107	101	14	0
Travel Agents and complementary activities		444	664	369	402	67	0
Exhibition of films and videos		136	150	106	9	11	0
Radio and television activities	54	962	1.485	1.319	886	461	140
Theater, music	13	1.108	1.372	1.117	1.194	741	499
Other entertainment and recreation	158	1.684	1.319	832	417	146	72
Libraries, museums.		124	108	362	755	613	141
Sports	598	3.125	3.742	2.753	1.514	1.046	271
Other recreational activities (parks, etc.).	61	726	1.668	1.272	1.320	803	234
Various tourism services	100	449	274	208	50	48	29
TOTAL JOBS IN TOURISM	2.090	24.066	30.484	27.629	26.062	12.953	3.545
PERCENTAGE	1,65%	18,98%	24,04%	21,78%	20,55%	10,21%	2,80%

Table A3: Employed in Tourism by Retirement Contributions, 2009

TOURIST ACTIVITIES	YES	NO
Hotels	7.457	1.145
Guest House	689	151
Camping and other accommodations	305	30
Real Estate	18.601	17.379
Restaurants, bars and canteens	5.127	1.142
Land Passenger Service	22.581	3.489
Waterway passenger service	1.423	189
Air passenger service	823	15
Auxiliary transport services	4.435	601
Vacation goods transport equipment	450	66
Travel Agents and complementary activities	1.591	355
Exhibition of films and videos	400	12
Radio and television activities	3.958	1.349
Theater, music	1.755	4.289
Other entertainment and recreation	1.548	3.080
Libraries, museums.	2.003	100
Sports	7.475	5.574
Other recreational activities (parks, etc.).	4.420	1.664
Various tourism services	520	638
TOTAL JOBS IN TOURISM	85.561	41.268
PERCENTAGE	67,46%	32,54%

Table A4: Employed in Tourism by Hours Worked, 2009

TOURIST ACTIVITIES	1 a 9	10 a 19	20 a 29	30 a 39	40 a 49	50 a 59	60 more
Hotels	298	338	421	603	5.668	583	691
Guest House		57	90	70	472	101	50
Camping and other accommodations					319		16
Real Estate	398	337	574	1.136	2.778	446	600
Restaurants, bars and canteens	2.092	3.228	4.164	4.632	11.886	3.502	6.476
Land Passenger Service	625	1.036	1.188	2.020	9.532	3.708	7.961
Waterway passenger service		8	23		746	372	463
Air passenger service		16	60	89	458	186	29
Auxiliary transport services			29	13	217	154	103
Vacation goods transport equipment	89	144	224	382	2.784	655	758
Travel Agents and complementary activities	75	173	105	222	957	236	178
Exhibition of films and videos		12	25	90	263	22	
Radio and television activities	533	869	382	936	2.001	189	397
Theater, music	1.399	1.334	960	859	999	333	160
Other entertainment and recreation	1.246	1.137	688	645	593	122	197
Libraries, museums.	44	138	110	1.079	688	0	44
Sports	1.909	2.326	1.976	2.359	3.318	466	695
Other recreational activities (parks, etc.).	158	312	287	1.029	2.895	712	691
Various tourism services	106	161	144	258	238	133	118
TOTAL JOBS IN TOURISM	8.972	11.626	11.450	16.422	46.812	11.920	19.627
PERCENTAGE	7,07%	9,17%	9,03%	12,95%	36,91%	9,40%	15,48%

Table A5: Employed in Tourism by Antiquity, 2009

TOURIST ACTIVITIES	less than a year	1	2	3	4-10	11-20	over 20 years
Hotels	2.057	795	796	500	2.206	1.312	504
Guest House	154	61	101	25	320	53	83
Camping and other accommodations	102	70	56	0	5	52	50
Real Estate	824	652	537	474	1.682	1.073	621
Restaurants, bars and canteens	10.832	4.179	3.598	2.691	7.286	3.586	1.174
Land Passenger Service	3.535	1.795	2.438	1.507	5.795	6.391	3.945
Waterway passenger service	140	395	169	140	518	161	66
Air passenger service	95	44	125	51	227	217	53
Auxiliary transport services	871	594	530	301	970	668	801
Vacation goods transport equipment	89	57	88	89	98	44	0
Travel Agents and complementary activities	271	203	201	105	692	271	81
Exhibition of films and videos	74	44	29	69	124	27	33
Radio and television activities	412	483	242	571	1129	1.107	637
Theater, music	490	197	290	222	1327	1.120	1.046
Other entertainment and recreation	984	533	402	275	850	215	151
Libraries, museums.	147	25	87	32	317	476	887
Sports	2.006	1.092	1.168	946	2766	1.804	605
Other recreational activities (parks, etc.).	565	203	207	359	1386	1.625	1.307
Various tourism services	466	92	30	78	217	125	51
TOTAL JOBS IN TOURISM	24.114	11.514	11.094	8.435	27.915	20.327	12.095
PERCENTAGE	20,88%	9,97%	9,61%	7,30%	24,17%	17,60%	10,47%

Table A6: Employed in Tourism by Relationship of Parentage, 2009

ACTIVIDADES TURISTICAS	JEFE/A	ESPOSO /A	HIJO/A DE AMBOS	HIJO/A DEL JEFE	HIJO/A SÓLO DEL ESPOSO/A	YERNO/ NUERA	PADRE/ MADRE	SUEGRO/ A	HERMANO/ A	CUÑADO/ A	NIETO /A	OTRO PARIENTE	OTRO NO PARIENTE
Hoteles	4.000	2.333	855	795	85	163	12	0	33	53	26	146	101
Casa de huéspedes	426	210	49	77	0	0	0	26	52	0	0	0	0
Camping y otros tipo de alojamiento	113	89	126	7	0	0	0	0	0	0	0	0	0
Inmobiliarias	3.669	1.423	433	466	32	48	33	0	42	0	7	38	78
Restaurantes, bares y cantinas	16.545	9.167	4.147	3.511	337	672	95	71	336	90	405	257	347
Servicio de pasajeros vía terrestre	18.361	3.883	1.430	1.276	54	395	67	8	195	56	145	79	121
Servicio de pasajeros vía acuática	930	177	243	134	25	25	0	0	49	0	29	0	0
Servicio de pasajeros vía aérea	467	146	127	63	0	0	0	0	9	0	26	0	0
Servicios auxiliares al transporte	2.924	820	456	466	39	192	16	0	66	0	24	0	33
Alquileres de bienes de equipos de transporte	193	177	37	30	0	0	0	0	55	0	0	0	24
Agencias de viajes y actividades complementarias	1.010	527	251	100	0	0	0	0	33	0	25	0	0
Exhibición de filmes y videos	119	61	56	112	13	26	0	0	0	0	14	11	0
Actividades de radio y televisión	3.069	926	614	352	51	65	0	0	18	0	125	43	44
Actividades teatrales, musicales	3.560	1.003	585	502	26	42	0	29	40	37	22	47	151
Otras actividades de entretenimiento y esparcimiento	1.919	629	900	695	84	57	0	0	90	0	117	50	87
Bibliotecas, museos, etc.	1.406	460	39	132	0	0	35	0	0	0	31	0	0
Actividades deportivas	6.322	2.516	2.171	1.378	40	182	0	0	165	0	67	54	154
Otras actividades de esparcimiento (parques, etc.)	3.422	1.650	437	320	25	62	0	26	92	0	25	0	25
Servicios turísticos diversos	356	266	270	121	42	0	0	0	33	0	46	24	0
Total	68.811	26.463	13.226	10.537	853	1.929	258	160	1.308	236	1.134	749	1.165
Porcentaje	54,3%	20,9%	10,4%	8,3%	0,7%	1,5%	0,2%	0,1%	1,0%	0,2%	0,9%	0,6%	0,9%

Table A7: Employed in Tourism by Category of Occupation, 2009

ACTIVIDADES TURISTICAS	ASALARIADO PRIVADO	ASALARIADO PÚBLICO	MIEMBRO DE COOPERATIVA DE PRODUCCIÓN	PATRÓN	CUENTA PROPIA SIN LOCAL NI INVERSIÓN	CUENTA PROPIA CON LOCAL O INVERSIÓN	MIEMBRO DEL HOGAR NO REMUNERADO	PROGRAMA SOCIAL DE EMPLEO
Hoteles	7.804	280	0	327	0	158	33	0
Casa de huéspedes	734	17	0	75	0	14	0	0
Camping y otros tipo de alojamiento	187	148	0	0	0	0	0	0
Inmobiliarias	3.964	174	0	1.108	43	951	29	0
Restaurantes, bares y cantinas	22.939	674	25	2.216	507	8.485	1.117	17
Servicio de pasajeros vía terrestre	20.179	63	675	2.022	132	2.493	506	0
Servicio de pasajeros vía acuática	1.573	0	0	0	0	39	0	0
Servicio de pasajeros vía aérea	736	82	0	0	0	20	0	0
Servicios auxiliares al transporte	3.461	1.341	0	57	39	138	0	0
Alquileres de bienes de equipos de transporte	456	0	0	0	0	60	0	0
Agencias de viajes y actividades complementarias	1.605	0	0	125	22	138	56	0
Exhibición de filmes y videos	357	0	0	32	0	11	12	0
Actividades de radio y televisión	3.622	351	0	247	190	831	44	22
Actividades teatrales, musicales	940	752	390	179	318	3.353	112	0
Otras actividades de entretenimiento y esparcimiento	3.063	43	10	451	306	732	23	0
Bibliotecas, museos, etc.	318	1.744	0	0	0	24	0	17
Actividades deportivas	10.143	1.017	0	318	117	1.328	82	44
Otras actividades de esparcimiento (parques, etc.)	2.629	1.670	17	88	496	1.147	37	0
Servicios turísticos diversos	793	0	0	53	0	287	25	0
Total	85.503	8.356	1.117	7.298	2.170	20.209	2.076	100
Porcentaje	67,42%	6,59%	0,88%	5,75%	1,71%	15,93%	1,64%	0,08%