
Appendix IV

ILO–IHRA statement on tourism and employment, January 2010

The International Hotel and Restaurant Association (IH&RA) express the commitment to the ILO–UNWTO statement on tourism and employment

The International Labour Organization (ILO) and the International Hotel & Restaurant Association (IH&RA), consider that:

- The hospitality sector and tourism is one of the world’s top job creators.
- Tourism is a lead export sector.
- Tourism is a very important agent for development.
- The hospitality sector is helping the transition to a Green Economy to mitigate better the effects of the climate change.
- The hospitality sector is fighting against poverty in the world.

In response to the current challenges faced by tourism and employment worldwide and to the global economic crisis, the ILO and the IH&RA agree on the following points:

1. Sustainable tourism continues to be one of the most dynamic sectors of economic activities in modern times, generating a wide range of benefits for tourism host and tourist-generating countries and destinations, including employment generation, foreign exchange earnings and contribution to GDP.
2. The well-established resilience of tourism can help to alleviate the effects of the sharp economic downturn observed in other employment sectors resulting from the current financial and economic crisis. Thus, tourism can and should be used by governments and international financial institutions to reactivate the economies of countries affected by the current recession, especially by offering fresh, green and decent job opportunities.
3. The ILO and the IH&RA refer specifically to the ILO resolution, “Recovering from the crisis: A Global Jobs Pact” which stresses that: “Our response should contribute to a fair globalization, a greener economy and development that more effectively creates jobs and sustainable enterprises, respects workers` rights, promotes gender equality, protects vulnerable people ...” (ILO resolution, 2009).
4. Employment in the tourism industry should include not only job creation but decent and productive work in sustainable hospitality enterprises through national and local tourism development strategies, new hospitality products and services, with a high labour content, a high labour multiplying impact and a high level of sustainability.
5. All stakeholders should collaborate in order to improve employment regulations and working conditions in the tourism industries, in line with the Employment and Decent Work Agenda originally developed by the ILO and subsequently accepted widely by the UN system. Stakeholders should also ensure safety, equality and human dignity as well as adequate levels of remuneration in tourism employment, framed in a wider ratification or implementation of countries of the ILO’s Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172). Member States of both UN agencies are therefore encouraged to ratify or implement the minimum standards of ILO Convention No. 172.
6. Human resource development in tourism should be given priority attention by tourism leaders, within the framework of sectoral social dialogue at all levels and supported by governments and educational institutions. People entering the tourism labour market should be given the opportunity to develop a rewarding career, to advance their professionalism and, altogether, the security of a decent work. Improved labour market information can play a crucial role in all these developments.

-
7. Tourism has been recognized as one of the largest generators of employment, especially for those segments of the population with less access to the labour market, such as women, young people, immigrants and rural populations. There is a need for accurate, timely and comprehensive data on employment in the tourism industries. To this end, governments and the private sector should cooperate to ensure the proper measurement of employment in the tourism industries including: the number of jobs directly generated by tourism, hours of work, compensation and the seasonality of employment. This data should also be disaggregated by gender, age, occupation, business type and size.
 8. Tourism employment policies and statistics should refer to direct and indirect jobs generated by a diverse range of different activities, products, services, locations and size of companies.
 9. Based on this statement the ILO and the IH&RA will therefore examine how to carry out the following joint activities:
 - Undertake action programmes in some member hotel chains of IH&RA to enhance the decent work potential of tourism.
 - Cooperate on HIV/AIDS, child labour, migrant labour, gender policy and other cross-cutting issues in tourism.
 - Provide technical assistance to the programme of Émeraude Hotelier created by IH&RA in sustainable development in the hospitality sector on request.