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Human Resource Module of the Tourism Satellite Account, Update to 2005

Income and Expenditure Accounts Division
21st Floor, R.H. Coats Building, Ottawa, K1A 0T6

Telephone: 1-613-951-3640



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Human Resource Module of the Tourism Satellite Account, Update to 2005

This paper reports on the update to 2005 of the Human Resource Module (HRM) of the Tourism Satellite Account developed by Statistics Canada. The HRM provides detailed information on employment related to tourism. Information on wages and salaries, number of jobs and hours worked by occupation are included. Occupational data is further disaggregated by age, gender and immigration status. This study provides a resource for training and planning for tourism.

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Table of contents

Executive summary	2
1.0 Introduction	3
2.0 Framework	3
3.0 Concepts and definitions	4
4.0 Scope of study	5
5.0 Results	7
6.0 Conclusions and future work	11
Appendix A: Data sources	12
Appendix B: Methodology	15
Appendix C: Tourism industries in the HRM	17
Appendix D: Tourism occupations in the HRM	18
Appendix E: Table summary	20
Glossary of terms	21
References	23
Technical series	24

Human Resource Module of the Tourism Satellite Account, Update to 2005

Executive summary

- This study provides detailed employment data in a Human Resource Module (HRM) to the Tourism Satellite Account (TSA). This information is useful for tourism analysts and employment and training planners.
- Since the HRM is based on the same concepts as the TSA and the National Tourism Indicators (NTI), direct comparisons can be made with the data in these accounts.
- With this release the HRM is updated to 2005 from 2002. In addition, revised Labour Force Survey and Canadian Productivity Accounts' estimates have been incorporated, leading to revisions of the HRM estimates for 1997 to 2002.
- Detailed information for all tourism industries, in this case aggregated into five industry groups, is available. These industry groups include transportation (which is further split into air transportation and other transportation), accommodation, food and beverage services, recreation and entertainment and travel services.
- The HRM provides information on the number of employee jobs, hours worked, and employment earnings according to whether the jobs are full-time or part-time, by occupation. The same information is also available according to the gender, age group and immigrant status of employees. More aggregated estimates are provided for self-employment jobs.
- One of the strengths of the HRM is that it can convey information from two different perspectives, the total industry approach and the TSA approach. With the former, all jobs in an industry are estimated. With the TSA approach, in contrast, only a fraction of these jobs, the ones that can be directly attributed to spending by tourists, are estimated.
- With this update, the annual estimates of total employment in the tourism industry groups of the HRM are made available. Estimates of the employment that can be directly attributed to tourism demand (or spending by tourists), will be released later in the fall.
- In 2005, 1.8 million jobs were held in the tourism industries covered in the HRM. This represented about 11% of the 16.5 million jobs in the economy that year.
- According to the National Tourism Indicators, 502.7 thousand of these 1.8 million jobs could be directly attributed to tourism demand (spending).
- The number of jobs in the tourism industries was up 0.9% in 2005, after a strong 2.1% rebound in 2004 from SARS-related job losses a year earlier. For comparison, the number of jobs economy-wide was up 1.6% in 2005, following a 1.9% gain in 2004.
- Solid gains were posted in air transportation (+3.5%), accommodation (+2.5%) and travel services (+4.5%). Job growth was much weaker in recreation and entertainment (+0.7%), food and beverage services (+0.3%) and other transportation (+0.5%).
- The annual hours worked in jobs in the tourism industries averaged 1,554 hours in 2005, compared to an economy-wide average of 1,738 hours per job. Hours worked slipped, on a per job basis, in the sector (-1.9%) and economy-wide (-0.8%) from 2004.
- Hourly compensation in tourism in 2005 was \$17.75 per hour, up 6.1% from one year earlier. Hourly compensation averaged \$25.21 across all jobs in the economy, up a somewhat weaker 4.4%.

1.0 Introduction

The aim of the Human Resource Module (HRM) is to provide timely and reliable statistics on the human resource dimension of tourism. Both the Tourism Satellite Account (TSA) and the National Tourism Indicators (NTI) already carry some limited information on the number of jobs generated by tourism, while the former carries information on the labour income associated with these jobs as well.

The HRM complements and enhances the analytical capacity provided by the TSA and the NTI, allowing for a broader insight into tourism's role in the economy. It also 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.

Human resource planning involves all persons working in tourism, irrespective of whether their income comes directly from serving a tourist or a non-tourist. Consequently, the total number of jobs in tourism industries is a major focus of the HRM. This is broader than the TSA and the NTI, which portray only the jobs generated by tourism demand.

It should be emphasized that, for consistency with the System of National Accounts (SNA), the HRM uses the number of jobs as its key measure of employment. This is not the same as the Labour Force Survey measure of employment, which is the number of people employed. The two differ because of multiple job-holders, thus the former exceeds the latter by the number of people with second, third, etc., jobs.

Outlining the rest of the report, the following two sections discuss the accounting frameworks behind the HRM, key tourism concepts and definitions from the TSA, and various labour concepts and definitions from the SNA. The scope of the study, including description of the industry groups and occupations used, is described next. Selected results are then discussed to demonstrate analytical uses of the HRM. Conclusions and future work are discussed in the last section.

Appendix A summarizes the data sources and Appendix B outlines the methodology. Appendix C provides a list of North American Industrial Classification System (NAICS) industries included in the industry groups of the HRM while Appendix D lists the occupations. A summary of the tables available in the HRM is included in Appendix E. A glossary of terms and list of references are also provided.

2.0 Framework

The HRM is based on and rooted in the accounting framework of the Canadian TSA, which follows the international guidelines in ***Recommended Methodological Framework: Tourism Satellite Account (TSA: RMF)***.¹ In turn, the TSA:RMF is based on the accounting framework and principles of the internationally recognized System of National Accounts 1993 (SNA).²

Because the HRM uses the same framework, concepts and definitions as the Canadian TSA (CTSA), results from both can be readily compared. By extension, the HRM results can be readily compared to those of the SNA, in particular, to the number of jobs, hours worked and labour income in other industries in the economy. This enhances the analytical capacity of the HRM.³

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1. Commission of the European Communities Eurostat, Organisation for Economic Co-operation and Development, World Tourism Organization, United Nations Statistics Division, ***Tourism Satellite Account: Recommended Methodological Framework***, Luxembourg, Madrid, New York, Paris, 2001.
 2. Commission of the European Communities Eurostat, International Monetary Fund, Organisation for Economic Co-operation and Development, United Nations, World Bank, ***System of National Accounts 1993***, Brussels, Luxembourg, New York, Paris, Washington, 1993.
 3. Some conceptual differences exist between the Canadian TSA and the international guidelines in the TSA-RMF. See Katharine Kemp and Shaila Nijhowne, "Study of the Canadian Tourism Satellite Account: Comparison of the TSA-RMF and CTSA," report prepared for the Canadian Tourism Commission for the meetings of the Macroeconomics and Statistics Sub-Committee of the World Tourism Organization, March 8-9, 2004 in Madrid.

3.0 Concepts and definitions

The HRM carries information on the number of employee and self-employment jobs, full-time equivalent employment, total hours worked and labour income, gross wages and salaries and supplementary labour income. Some of these basic concepts and definitions are described next. They are discussed from a total industry perspective first, that is to say, regardless of the source of demand, tourism or non-tourism.

In the HRM, **total employment** in an industry is the number of all employee and self-employment jobs in that industry. It should be noted that a job that exists for only part of the year (for example 4 months) counts as only a fraction of a job (1/3 of a job) for the year. It should also be noted that a part-time job at 10 hours a week counts as much as a full-time job at 50 hours a week; each is one job. For this reason, jobs are not a good measure of labour inputs to production.

A better measure is **full-time equivalent employment** in which part-time jobs are converted to full-time jobs on the basis of hours worked.⁴ For example, two part-time jobs of twenty hours per week would be equivalent to one full-time job at forty hours per week. **Total hours worked** is an even better measure of aggregate volume of labour inputs to production, and the one used in the SNA to calculate labour productivity.⁵ The concept here is that of actual hours worked, not usual hours, and of hours worked, not hours paid (see Appendix A.1).

The value of labour inputs to production in an industry is measured by the labour income and a labour component of mixed income for all jobs in that industry. **Labour income** consists of gross (i.e., before tax) wages and salaries, including tips,⁶ commissions, bonuses, as well as **supplementary labour income** which covers mandatory and non-mandatory employer contributions to pension plans and social insurance and similar benefits. **Mixed income** is the income after expenses of unincorporated business accruing to the self-employed.⁷

The HRM also estimates the number of jobs that can be directly attributed to, or generated by, tourism demand. These estimates provide the link between the HRM and the TSA/NTI. Thus, **tourism employment** in an industry is the number of jobs generated by, or attributable to, visitor spending on the goods and/or services produced by that industry. The difference between tourism employment and total employment is just the number of jobs attributable to non-tourism (i.e., not directly attributable to tourism demand).

To give an example, if the full-service restaurants industry has a total of 100,000 jobs, only the share that is directly associated with tourism (say 25%, or 25,000 jobs) represent the tourism employment in this industry. Similarly, only 25% of the full-time equivalent employment, total hours worked and labour income is attributed to tourism. Derived variables, such as annual average hours worked and annual average wage and salary per tourism job, as well as the average hourly earnings per hour worked per tourism job are assumed to be the same for all jobs in an industry.

At the core of the TSA and the NTI is the definition of **tourism**. Tourism is defined according to international standards as: “the activities of persons travelling to and staying in places outside their usual environment for not more than one consecutive year for leisure, business and other purposes not related to the exercise of an activity remunerated from within the place visited”. Persons who engage in tourism, so-defined, are called **visitors**. Visitors consist of **tourists** (those who visit and stay outside their usual environment for at least one night) and **same-day visitors**.

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4. While full-time equivalent jobs is a better measure of labour inputs to production, it is not necessarily a better measure for all purposes. For instance, it is not very useful for assessing the number of people who may need training.
 5. By combining tourism GDP from the TSA/NTI and hours worked attributable to tourism from the HRM, a measure of tourism labour productivity, which is fully consistent with SNA measures of labour productivity by industry, can be obtained.
 6. The imputation of unreported tips in the SNA is described in Appendix A.1.
 7. Mixed income is found in the TSA. For the HRM, on the other hand, an imputation is made for the labour component of mixed income. See the discussion of Step 1 in Appendix B.

The definition of tourism is quite broad in that both personal and business travel are included. The international standard does not precisely spell out the notion of usual environment, thereby allowing a country to apply its own specifications. For operational purposes, Canada has defined the concept of **usual environment** as the area less than 80 kilometres one-way from home.⁸ It should be noted that not all travel is tourism. In particular, the definition rules out several types of travel including commuting to and from work or school, travel by armed forces and diplomats, as well as migration. On the other hand, crossing an international boundary is considered tourism irrespective of the distance travelled.

Tourism demand is the spending by Canadian and non-resident visitors on domestically produced commodities. This spending has a direct impact on a wide range of industries, some more so than others. This leads to a definition of a **tourism industry** as one that provides tourism commodities to visitors that would cease to exist without tourism or would continue to exist only at a significantly reduced level of activity. By this definition, travel arrangement services is a tourism industry while retail trade, which derives some of its business from visitors, is not. A **tourism commodity** is a good or service for which a significant part of its total demand comes from visitors. Air passenger transportation is a tourism commodity, while groceries, although occasionally bought by visitors, is not, because most groceries are bought by local residents.

Gross domestic product (GDP) can be defined as the unduplicated value of production of goods and services within the geographic boundaries of a country or region (i.e., province, territory).⁹ **Tourism GDP** is the GDP that can be attributed to the production of goods and services consumed directly by visitors.¹⁰ In the CTSA, tourism GDP is calculated as the sum of the labour income, mixed income (net income of unincorporated business) and other operating surplus (corporate profit and depreciation) that can be directly attributed to visitor spending.¹¹

Several socio-demographic variables are available in the HRM. One of these, immigrant status, is defined by place of birth. Thus, an **immigrant** is an individual born outside of Canada. A **non-immigrant** is an individual born in Canada.

4.0 Scope of study

The scope of this study is unchanged from last year. The information on the number of jobs, hours worked and employment earnings is presented for the same industry groups and occupations for full- and part-time jobs. The information is also available according to the same characteristics of employees (gender, age group and immigrant status).

The HRM annual estimates have been updated to 2005 from 2002 (in last year's release). In addition, previous estimates for 1997 to 2002 have been revised as a result of revision of Labour Force Survey estimates back to 1987 and consequent revision of the Canadian Productivity Accounts data, both of which are key inputs to the HRM.

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8. The operational definition of tourism has been revised with the new, redesigned Travel Survey of Residents of Canada. Tourism will now include all overnight "out of town" (according to a respondent's perception) trips and same-day trips exceeding forty kilometres one way from home. In addition to the usual exclusions, routine trips, such as for grocery shopping, will be excluded even if "out of town" or over 40 kilometres.
 9. Unduplicated means that values are not double counted. If, for example, the value of fuel used by aircraft is counted along with airfares (which already include the costs of fuel inputs) the value of the fuel would be counted twice. Instead, only the value added (the difference between revenues from sales of goods and services produced and the cost of intermediate inputs of goods and services) at each stage of production is counted in GDP. It might be noted that GDP in the SNA and TSA is measured at basic prices. This means essentially that valuation is at the prices received by sellers, and does not include taxes on the sale of goods and services.
 10. The qualifier "directly" is important. To continue the example from above, "directly" means that only the GDP generated in the production of passenger air transportation (which visitors consume in their travels) can be counted in tourism GDP, not any of the GDP or value added generated in production of goods and services that are inputs to air transport (like the fuel which airlines use). It is in this sense that tourism GDP is directly attributable to visitor spending. There is of course GDP generated in the upstream production chain that can be attributed to tourism, but only indirectly. Estimates of the direct and indirect effects of tourism can be obtained from economic impact models.
 11. In the TSA, GDP is calculated using the sum of incomes generated by the production approach, one of the three approaches to measuring GDP. The other two approaches are based on summing (1) the final expenditures on goods and services produced and (2) the value added generated in the production of goods and services.

The main difference with this report is that only results related to annual total employment in the tourism industry groups of the HRM are provided. The annual estimates related to jobs directly attributable to tourism demand (spending) and selected quarterly results will be released separately later this year (fall 2007).

One small difference arose concerning the data available from the Canadian Productivity Accounts. In particular, a split is now available on wages and salaries between full- and part-time jobs of paid employees. As a consequence, the method used to make this split in the last HRM report is no longer used.

4.1 Industry classifications

This study uses the North American Industry Classification System NAICS (1997) to define the tourism-related industries. Briefly, NAICS is a comprehensive industry classification system encompassing all economic activities. It is designed for the compilation of production statistics and, therefore, for the classification of data relating to establishments (and locations). The criteria used to group establishments into industries in NAICS are similarity of input structures, labour skills or production processes used.

In order to maintain the reliability of the data several tourism industries have been grouped together. Thus the tourism industry groups of the HRM include:

- (1) Transportation
 - Air transportation
 - All other transportation (includes rail, water, bus, taxi and vehicle rental)
- (2) Accommodation
- (3) Food and beverage services
- (4) Recreation and entertainment and
- (5) Travel services.

The transportation industry group is further disaggregated into the air transportation and all other transportation industries. (See Appendix C for complete list including NAICS codes).

Employment is also generated in non-tourism industries (e.g., retail trade). This employment is not included in this study as it would involve calculating tourism ratios in almost all industries in the economy.

4.2 Occupational classification

This study uses the Standard Occupational Classification (SOC) 1991 definitions of occupations. The basic principle of classification of the SOC is that of kind of work performed. An **occupation** is thus defined as a collection of jobs, sufficiently similar in work performed to be grouped under a common title for classification purposes.

The selection of occupations for this study is based on an examination of the occupational data from the 2001 Census for persons in the experienced labour force whose main job was in one of the tourism industry groups of the HRM. Occupations with an estimated 5,000 employed persons (i.e., with underlying samples of roughly 1,000 persons) or more were selected for this study. Occupations with fewer persons employed are too "small" to support time series based on much thinner samples from the LFS.

In this study, similar occupations were combined so that more detail could be provided. In other words, they were retained at the 3 digit SOC level. For example, all managers were joined to make one occupational grouping. This was done largely to maintain sample sizes as a way of reducing the volatility of the estimates. A detailed listing of occupations along with their SOC codes is included in Appendix D.

5.0 Results

The HRM provides a snapshot of the tourism industries and the occupations they comprise as well as insights into trends over time. Analyses can be made on employment, hours worked and employment earnings for a period of nine years, starting in 1997 through to 2005. Derived variables, such as number of full-time equivalents, average hourly earnings and average annual hours worked per job can also be examined.

These key statistics of the HRM can be analyzed according to various characteristics of the jobs (employee or self-employed, full-time or part-time) and the characteristics of the persons holding them (gender, age group, immigrant status). Last, comparisons can be made to the SNA employment estimates for the overall economy and for selected industries as well as TSA and NTI aggregates.

Because the HRM contains such a large amount of data, the intent here is simply to highlight some findings and to illustrate some of the types of analyses the HRM can support. The analysis will focus on the period 2002 to 2005, which coincides with the post-9/11 era and the period between the most recent reference years in last year's HRM report (2002) and this update (2005).

The tourism sector was buffeted by several shocks over this period including a downturn in global tourism, the repercussions of September 11, 2001, the SARS episode during the second quarter of 2003, and the strengthening of the Canadian dollar that began in 2003. Over this period, economy-wide growth (as measured by GDP) averaged 2.8%. Tourism GDP, in contrast, averaged only 1.7%. It is against this backdrop, that the following analyses are made.

5.1 Jobs, hours and earnings in tourism industries

This section aims to provide some broad comparisons with the economy overall in terms of the key variables of the HRM on jobs, hours worked and compensation.

Jobs in tourism industries totalled 1.76 million in 2005 according to the HRM, up from 1.74 million in 2002. This includes both full- and part-time jobs, as well as employee jobs and jobs from self-employment. This means that the sector overall accounted for one in ten jobs in the economy in 2005. On an annual basis, the proportion of all jobs held in the tourism industries has in fact been very stable over the nine years now covered by the HRM.

When taking into account only the employment that can be directly attributed to tourism spending (i.e., tourism demand) one obtains a very different picture. The National Tourism Indicators (NTI) show that of the jobs in tourism industries in 2005, only 502.7 thousand can be directly attributed to tourism. As mentioned earlier, the demand-side components of the HRM have not been prepared for this report, but will be released later this year (fall 2007).

The number of jobs in tourism grew at an average 1.4% per year over the period 2002 to 2005. This was less than the pace of job growth in the economy overall, where gains averaged 2.0% per year. It was also down from the average 2.2% gains registered over the previous four years, 1998 to 2001. While the tourism industries, with the exception of air transportation, posted strong gains in employment in 2002, the SARS-related downturn in 2003 was a setback.

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

	1997	1998	1999	2000	2001	2002	2003	2004	2005
Number of jobs (thousands)									
Total tourism industries	1,526.7	1,553.0	1,621.7	1,659.1	1,666.4	1,736.5	1,710.4	1,745.7	1,762.3
Transportation	234.3	236.7	245.4	250.5	245.9	250.8	250.8	250.7	253.9
Air transportation	62.2	66.6	69.0	71.6	68.6	64.2	62.3	67.4	69.8
Other transportation	172.1	170.0	176.3	179.0	177.3	186.6	188.4	183.3	184.2
Accommodation	230.3	234.7	233.9	231.0	224.8	239.4	227.0	228.3	234.1
Food and beverage services	770.0	778.3	821.4	848.9	853.8	875.4	843.8	853.8	856.6
Recreation and entertainment	251.9	265.6	278.3	283.7	298.7	326.0	343.8	366.3	368.9
Travel services	40.2	37.7	42.7	44.9	43.1	44.8	45.1	46.7	48.7
Average annual hours worked (all jobs)									
Total tourism industries	1,602	1,630	1,617	1,604	1,595	1,574	1,571	1,584	1,554
Transportation	1,850	1,855	1,865	1,860	1,848	1,843	1,842	1,864	1,844
Air transportation	1,736	1,723	1,717	1,718	1,728	1,739	1,712	1,699	1,695
Other transportation	1,891	1,907	1,923	1,917	1,895	1,879	1,884	1,925	1,900
Accommodation	1,756	1,814	1,793	1,782	1,782	1,746	1,731	1,748	1,724
Food and beverage services	1,521	1,555	1,537	1,512	1,500	1,474	1,480	1,489	1,456
Recreation and entertainment	1,443	1,464	1,465	1,484	1,490	1,483	1,470	1,483	1,441
Travel services	1,816	1,779	1,765	1,771	1,782	1,771	1,737	1,825	1,797
Average hourly compensation (all jobs)									
Total tourism industries	13.88	14.15	14.56	15.31	15.94	16.12	16.68	16.73	17.75
Transportation	25.22	25.85	26.34	27.04	28.14	28.37	29.43	28.88	29.80
Air transportation	27.19	28.00	29.95	31.17	32.06	32.67	32.67	32.63	33.18
Other transportation	24.57	25.09	25.07	25.56	26.76	27.00	28.46	27.67	28.65
Accommodation	11.57	11.79	12.31	13.14	13.58	13.51	14.18	14.43	15.36
Food and beverage services	9.34	9.68	9.83	10.54	11.03	11.26	11.77	11.91	13.08
Recreation and entertainment	17.12	16.87	17.77	18.38	19.26	19.19	18.75	18.84	19.52
Travel services	16.04	17.53	17.42	18.63	18.83	18.94	19.14	19.41	20.15

Note: Including jobs from self-employment.

A total of 2.7 billion hours were worked in tourism industries in 2005, accounting for 9.6% of the 28.6 billion hours worked in the economy overall. This reflected an average 1,554 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 have declined by 76 hours, going from 1,630 hours per job in 1998 to 1,554 in 2005. This was mostly due to a drop in hours worked in full-time employee jobs notably in accommodation, food and beverage services and recreation and entertainment. This trend was not unique to tourism. Average hours worked economy-wide were down 29 hours over the same period.

Jobs in tourism industries generated a total of \$48.6 billion in 2005 in terms of compensation (wages and salaries, supplementary labour income, and a labour component of mixed income). Growth in total compensation averaged 3.5% per year over 2002 to 2005, less than the average annual advances (+4.7%) registered for the economy overall. This was also down from the average 5.7% gains posted in the sector over the previous four years.

The average compensation per job was \$17.75 per hour in 2005, up 10.1% from \$16.12 per hour in 2002. For comparison, the average hourly compensation economy-wide was \$25.21. In relative terms, hourly compensation in tourism industries has been quite stable at about 70% of the national average over 1997 to 2005.

5.2 Tourism industry profiles

As mentioned earlier, the HRM contains aggregated data on five tourism industry groups: transportation (with details available for air transportation and other transportation), accommodation, food and beverage services, recreation and entertainment and travel services. Appendix C lists the industry groups and shows the industries that make up each one. The following provides selected results intended to give a flavour of the kinds of industry analyses possible with the HRM.

Food and beverage services was the biggest employer in tourism in 2005 with 857 thousand jobs, accounting for almost half of all jobs in tourism industries. These jobs were more likely to be part-time however, with nearly half of employees working less than 30 hours per week. For comparison, recreation and entertainment came second with part-time jobs making up only 39% of all jobs in this industry. Food and beverages services paid the least, with an average hourly wage of \$11.96. There was considerable variation in hourly earnings by occupation. Chefs earned the most, \$15.84 per hour, while cashiers earned the least, \$8.93.

Recreation and entertainment was the second largest employer among the tourism industry groups in the HRM, accounting for about one in five (or 369 thousand) jobs. This industry led in terms of job growth over 2002 to 2005, averaging gains of 5.5% per year compared to 1.4% for the sector overall. With these strong gains, recreation and entertainment increased its share of jobs from one in six in 1997 to one in five in 2005, at the expense mainly of accommodation and food and beverage services. The industry also had the highest proportion of jobs from self-employment (19%), and accounted for just over half the self-employment jobs in tourism.

The accommodation industry posted the strongest gain in wages and salaries in 2005, paying out \$5.4 billion, an increase of 7.8% over the previous year. The increase stemmed mainly from higher hourly wages, which increased from \$13.22 to \$14.04 per hour as well as moderate job growth, which more than offset a decline in average hours of work. With 234 thousand jobs, accommodation was the third largest employer among the tourism industry groups of the HRM. Light duty cleaners was the most prevalent occupation, with about two-thirds of these jobs held by women. Managers worked the longest hours, 2,396 hours on average in 2005, well above the average 1,710 hours worked among employee jobs in the industry. With an annual salary of \$47,500, management jobs paid twice as much as the industry average.

The transportation industry group (which consists of air transportation and other transportation) has accounted for about one in six jobs in tourism over the period covered by the HRM. The Air Transportation industry alone accounted for 69.8 thousand jobs in 2005, up 3.5% from 2004 which in turn was up 8.1% from one year earlier. Nonetheless, the number of jobs in 2005 was still shy of the record 71.6 thousand recorded in 2000, as the industry continued to recover from job losses stemming from 9/11 and SARS. While air transportation accounted for only 4.0% of jobs in the sector in 2005, it accounted for more than twice as much labour compensation. Not surprisingly, jobs in air transportation paid more than elsewhere, \$33.18 per hour, nearly twice the average across all jobs in tourism. Airline sales and service jobs were the fastest growing occupation accounting for over half of the additional 5,655 employee jobs generated in air transportation between 2002 and 2005, although the gains in sales and service were all part-time.

The other transportation industry accounted for 184 thousand jobs in 2005. These jobs came with the longest working hours, an average 1,900 hours per year, or 350 hours more compared to all tourism industries. One reason for this result was the relatively high proportion of full-time jobs (84%). These jobs also paid well, \$28.65 per

hour, second only to air transportation. Given that other transportation comprises a mix of several industries in the HRM including bus, rail, water, taxi and vehicle rental, it is not surprising to observe a wide range of wages. Taxi drivers and chauffeurs, for example, earned only \$14.43 per hour, while transportation managers earned \$45.28.

Last, travel services accounted for 48.7 thousand jobs in 2005. While this industry accounted for only 2.8% of all jobs in tourism, it led the pack in terms of job growth in 2005. Travel services jobs were up 4.5%, well ahead of the 0.9% gain registered across all tourism industries. Travel agencies also posted one of the best performances in the post 9/11 era, despite competition from on-line reservations. Compensation in these jobs was above average (\$20.15 per hour versus \$17.75), as were the hours worked (1,797 hours per year versus 1,554). Travel counsellors was the predominant occupation, accounting for nearly half the industry's jobs.

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, 2005

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	1,628.4	100.0	48.9	51.1	41.1	19.1	17.3	22.4	16.1	83.9
Transportation	232.2	14.3	73.6	26.4	22.6	15.4	22.8	39.3	15.2	84.8
Air transportation	69.1	4.2	58.4	41.6	12.1	26.8	28.1	33.1	17.2	82.8
Other transportation	163.1	10.0	80.0	20.0	27.0	10.6	20.5	41.9	14.3	85.7
Accommodation	223.7	13.7	40.9	59.1	27.5	19.1	20.9	32.5	22.0	78.0
Food and beverage services	827.8	50.8	43.6	56.4	52.6	19.1	14.3	14.0	16.2	83.8
Recreation and entertainment	299.5	18.4	53.4	46.6	38.3	20.4	17.1	24.3	11.3	88.7
Travel services	45.1	2.8	28.0	72.0	11.9	31.3	29.1	27.8	23.7	76.3

Women held 832 thousand employee jobs in tourism industries in 2005, an increase of 12,900 since 2002. These gains, mostly full-time, accounted for nearly half the job gains in the sector from 2002 to 2005. Over this period, the number of employee jobs held by younger women (aged 15-24) fell 0.7%, while jobs held by women aged 45 and over increased by 7.9%, far outweighing the loss of younger women workers. It might be noted that the opposite occurred for men, that is, jobs held by young men (aged 15-24) increased 9.4%, while jobs held by men aged 45 and over slipped 0.8%.

Women were notably under-represented in other transportation, holding only 20% of the employee jobs. Conversely, they were working in 72% of jobs in travel services. Women were more likely to be working part-time than men. They also earned less. Women working in tourism industries earned \$20,000 in 2005, compared to \$28,400 for men. There was significant variation in women's wages and salaries, with jobs in other transportation paying the most (\$38,200) on average, and food and beverages jobs paying the least (\$15,700).

Young Canadians, 15 to 24 years old, held 670 thousand employee jobs in the tourism industries in 2005. 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 to 24 was \$10.07 in 2005, about two-thirds of the average across tourism industries.

It is interesting to note that over 1997 to 2005, younger and older Canadians have increasingly filled jobs in the sector. The share of employee jobs going to workers aged 15 to 24 and of those aged 45 and older both advanced by about 1.5 percentage points over this period.

Immigrants (persons born outside Canada) held 263 thousand jobs in tourism industries in 2005, or one in six employee jobs.¹² They were more likely to be employed in accommodation and travel services and less likely to be employed in recreation and entertainment than non-immigrants. Immigrants were also more likely to be older: 22% were between 15 to 24 years old, compared to 45% for non-immigrants. Last, immigrants working in tourism industries were more likely to be men (52% versus 48%) and more likely to be in full-time jobs (71% versus 60%) than their non-immigrant counterparts. These results have been quite stable over 1997 to 2005.

On average, immigrants worked longer hours than their non-immigrant counterparts, 1,669 hours per year versus 1,511 in 2005. 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 (\$27,000 versus \$23,500 in 2005), although this partly reflects the fact that the immigrant labour force in tourism industries is older. When comparing wages and salaries within age groups, non-immigrants received higher earnings, both on an hourly and annual basis.

6.0 Conclusions and future work

The HRM provides a rich source of information for the planning and analysis of tourism employment in Canada. The linking of the HRM with other tourism databases such as the TSA and the NTI, allows for even greater analysis. Variables such as labour productivity (GDP divided by hours worked) can now be calculated.

With the national database now on a sound footing, consideration is being given to building in a regional dimension to enable use of the HRM for the monitoring, planning and analysis of tourism employment at the provincial/territorial level. The feasibility of such an extension will of course need to be explored.

12. It should be noted that the results for immigrants are based on 2001 Census proportions which are maintained throughout the period covered by the HRM (see Appendix B, step 4). These proportions will be updated with the 2006 Census data next year.

Appendix A: Data sources

There are four main sources of data underlying the Human Resource Module estimates. They are the Canadian Productivity Accounts (CPA) data in the System of National Accounts, the Census, the Labour Force Survey (LFS), and the Survey of Employment Payroll and Hours (SEPH). These are described below along with their main uses.

A.1 System of National Accounts

The CPA database in the SNA provides the tourism industry group totals for employee jobs and hours worked, labour income, wages and salaries, supplementary labour income, for both full-time and part-time jobs, age distribution and gender. Comparable data are also available for self-employment jobs, but the income variable is the net income of unincorporated businesses. These totals are for all jobs, including those attributable to both tourism and non-tourism demand. The data are classified on a NAICS basis.

The CPA data for jobs are based, in turn, on the Labour Force Survey estimates for the number of persons employed. This is adjusted to jobs by adding the second jobs of multiple-job holders.¹³ Additions are made for employment not covered by the LFS (e.g. regular military, employed persons in the territories, living on Indian reserves, and civil servants working in Canadian embassies abroad) to reflect the total economy. Last, deductions are made to exclude those absent from work without pay during the reference week.¹⁴ SEPH is primarily used to develop the industry allocation of the adjusted LFS benchmarks, although industry surveys and administrative sources are also used for selected industries.

The hours worked data include the following:

- hours actually worked during normal periods of work;
- time worked in addition to hours worked during normal periods of work, and generally paid at higher rates than the normal rate (overtime);
- time spent at the place of work on work such as the preparation of the workplace, repairs and maintenance, preparation and cleaning of tools, and the preparation of receipts, time sheets and reports;
- time spent at the place of work waiting or standing-by for such reasons as lack of supply of work, breakdown of machinery, or accidents, or time spent at the place of work during which no work is done but for which payment is made under a guaranteed employment contract; and
- time corresponding to short periods of rest at the workplace, including tea and coffee breaks.

They exclude:

- hours paid for but not actually worked, such as paid annual leave, paid public holidays, paid sick leave;
- meal breaks; and
- time spent on travel to and from home and work.

The hours worked data are adjusted to correct for reference week effects in order to estimate annual hours worked.

In the national accounts, industry totals for wages and salaries come from a detailed reconciliation of wages and salaries from survey data and T-4 administrative data. Estimates for components of supplementary labour income come in part from the T-4 system (e.g., employer contributions to EI and Q/CPP), administrative data on registered pension plans and from Workers Compensation Boards, as well as other survey sources (for benefits like life, accident and health insurance).

13. Industry of second job is determined based on patterns observed for multiple job holders in the Survey of Labour Income Dynamics.

14. For more details on the current SNA methodology see Jean-Pierre Maynard, "Annual measure of the volume of work consistent with the SNA: The Canadian experience," paper presented to the annual meeting of the Paris Group, September 29 2004, Lisbon, Portugal.

It might be noted that adjustments for selected tips that go unreported are made to the benchmarks for several industries:

- Performing arts and spectator sports and related industries (NAICS 711)
- Amusement, gambling and recreation industries (NAICS 713)
- Accommodation services (NAICS 721)
- Food services and drinking places (NAICS 722).

The adjustments for tips are made on the basis of industry sales of alcoholic beverages, full service restaurant meals (no tips are assumed on fast food), and accommodation. There are additional, smaller imputations for tips in personal care services (barbershops and beauty salons, etc) and railway transportation (for luggage porters) industries.

It might be noted as well that the average hourly earnings are calculated in the HRM as wages and salaries divided by total hours worked. Because tips and pay for absences (sick leave, vacations, etc.) are included in wages and salaries, the hourly earnings include an implicit premium on top of the straight wage for both.

A.2 Census of Population

The Census of Population provides comprehensive data on the demographic, social and economic characteristics of Canadians. Detailed information is collected from one in every five households. Given its large sample size, the Census serves as the most reliable source of information on occupational distributions. As such, data from the 2001 Census was used primarily to distribute the SNA totals on employee jobs, hours worked and wages and salaries across occupations and between immigrants and non-immigrants.

The data used in these calculations are based on occupational distributions for persons who had employment income in the census reference year (in this case, 2000). The self-employed are excluded in the calculations.

The sample was broken down into part- and full-time categories according to whether the weeks worked in the reference year were primarily full-time (30 or more hours per week) or part-time (less than 30 hours per week). It should be noted that, industry group and occupation relate to the main job held during the reference week (defined as the job at which the most hours were worked) or, if unemployed, to the main job held since the start of the reference year (defined as the one in which the most weeks were worked).

Tabulations for this study used the SOC 1991 classification for occupations.

A.3 Labour Force Survey

The Labour Force Survey is conducted monthly and includes approximately 53,500 households, which translates roughly to a sample size of 100,000 people over the age of fifteen. The LFS collects basic labour force activity information including industry and occupation of employment for the survey reference week (normally the week, including the 15th of the month), both for employees and the self-employed. It does not cover the territories, military personnel or civil servants stationed abroad, or persons residing on Indian reserves. Industry data are based on NAICS, while occupation data use SOC-1991.

The LFS is used here to develop the time series on jobs, hours worked and wages and salaries by occupation, age and gender for each industry group in the HRM. As mentioned previously, the LFS is used in the SNA to establish overall number of jobs totals.

A.4 Survey of Employment, Payrolls and Hours

The Survey of Employment, Payrolls and Hours (SEPH) is conducted monthly. It collects the number of employee jobs and payroll data from a sample of establishments in Canada.

In this survey, establishments are coded by industry through the Business Register, thereby providing a reliable source of timely information on the industry distribution of employee jobs and payrolls. The administrative data are supplemented by the monthly Business Payroll Survey of 11,000 businesses. This survey collects data on employment, earnings and paid or usual hours according to whether workers are paid by the hour, salaried or remunerated some other way.

SEPH data on a NAICS basis are available back to 1991. Data on the number of jobs, hours paid and earnings are used here to remove rooming and boarding houses from the SNA totals and to develop the accommodation time series. As mentioned earlier, SEPH is also used extensively in the SNA to determine the industry distributions of employee jobs.

Appendix B: Methodology

The basic methodology consists essentially of six steps:

- (1) taking totals from the SNA for jobs, hours worked, and wages and salaries,
- (2) further disaggregating these totals using data from the SNA for full-time and part time jobs, age distribution and gender,
- (3) distributing the SNA totals for 2000 across occupations and immigrant status based on Census data,
- (4) building time series from these benchmarks based on movements in corresponding series from the LFS,
- (5) smoothing the time series for LFS occupations, while keeping the overall industry group totals,
- (6) making limited, final adjustments to data values. This step completes the estimates for total employment of the HRM.

The following describes the methodology and implicit assumptions in more detail.

Step 1: Benchmark totals

The industry group totals on jobs, hours worked, labour income and wages and salaries, including the details by class of worker (employee or self-employed), by full- and part-time status, age distribution and gender come from the CPA database which are based on SNA principles.

These data did not exactly meet our requirements, however, and a number of adjustments were needed. In particular:

- (1) The labour component of mixed income from self-employment is imputed by multiplying the hours worked in self-employment by the average hourly labour income per employee job. This method assumes that the self-employed and paid employees earn the same on average.
- (2) The SNA jobs data follows the SNA version of NAICS, which is simply a special aggregation that defines the working level industries of the Input-Output tables. At this level, detail is available only for two parts of accommodation services, traveller accommodation (NAICS 7211) and RV parks, recreational campgrounds and rooming and boarding houses (NAICS 7212 + NAICS 7213). The inclusion of rooming and boarding houses requires an adjustment to remove it. This is done using details from SEPH on the industry's share of overall jobs, hours and earnings. These shares are used to adjust both employee and self-employment jobs.

Step 2: Distribution of SNA data by age and gender

Data from the CPA database in the SNA are used to split jobs, hours worked and income by age distribution and gender. This information was adapted to fit the age distributions required for the HRM. They were then used to disaggregate the data.

Step 3: Distribution of industry totals by occupation

The best information on the occupational distribution of jobs comes from the Census. Step 3 involves using this source to distribute the SNA totals by occupation.

The discussion here relates only to employee jobs, as occupational details were not developed for the self-employed. The Census of Population was used to distribute the industry group totals established in the second step for the year 2000 (i.e., the reference year for the 2001 census).

To develop occupational distributors for the industry group totals, special census tabulations were done identifying persons in the tourism industries who had employment income in the reference year and were not self-employed. The Census of Population was used to distribute the industry group totals established in the second step for the year 2000 (i.e., the reference year for the 2001 census).

To develop occupational distributors for the industry group totals, special census tabulations were done identifying persons in the tourism industries who had employment income in the reference year and were not self-employed. The selected persons were grouped according to their industry and whether they worked mainly full- or part-time during the reference year. For each of these groups the distribution of the (weighted) sample by occupation was determined, as well as the distribution of total hours worked and wage and salary income.

The occupational distributor for hours worked is based on the distribution of total hours (jobs multiplied by average hours worked) across occupations within each industry group.

The occupational distributor for wages and salaries is based on the distribution of total wages and salaries (jobs multiplied by hours worked multiplied by hourly earnings) across occupations in each industry group.

Step 4: Building the occupational time series

Step 4 entails using the corresponding LFS annual average series by occupation, age distribution and gender to build a time series. Information on immigrant status is not available from the LFS and therefore the percentage distribution from the Census reference year (2000) was maintained for all years. The LFS occupation and industry data matched those used in the Census therefore easing the process. The LFS data were adjusted to the Census level to maintain growth rates between years.

Step 5 and 6: Smoothing the LFS data and manual adjustments

Step 5 entails smoothing (using a four-year moving average) to reduce volatility in the occupational time series found in the LFS. The smoothing process only affected the occupational levels but did not change the totals, which remained benchmarked to the SNA data.

As indicated in the HRM feasibility study, the results from Step 4 exhibited highly volatile and often implausible movements in many of the time series at the occupational level of detail, especially for small aggregates such as part-time jobs. This was due to small samples and a great deal of sampling variability in the underlying indicators from the LFS in particular. It was determined at that point that smoothing techniques and limited manual interventions would be required in order to bring stability, consistency and plausibility to the detailed time series.

With this study, smoothing of the data has been carried out. It has been implemented in a way that preserves the overall industry group totals (from the SNA) and the occupational distributions (from the 2000 census), as these benchmarks are constraints that must be respected.

A simple moving average is applied to the indicators (discussed in Step 3) used to build the time series on jobs, hours worked and wages and salaries, full- and part-time, by occupation and for each industry. A 4-year moving average was judged to provide the best results overall in terms of reasonableness and consistency, reduced volatility, and minimizing the need for manual adjustments.

The last step in developing the total industry estimates involves manual adjustments when the smoothed series appear out of line, or are notably inconsistent with the hours worked or wages and salaries, or generate erratic movements in the implied average annual hours or average hourly earnings. Results from the feasibility study indicate that the smoothing and manual adjustments have little effect on the general pattern of the occupational distributions. However, they notably reduce the volatility of year-to-year growth rates. Approximately 1% of the data cells were adjusted after the smoothing.

Appendix C: Tourism industries in the HRM

(1997 NAICS)

1. Transportation

Air transportation

- 4811 – Scheduled air transport
- 4812 – Non-scheduled air transport

All other transportation industries

- 4821 – Rail transportation
- 4831 – Deep sea, coastal and Great Lakes water transportation
- 4832 – Inland Water Transportation
- 4851 – Urban transit systems
- 4852 – Interurban and rural bus transportation
- 4853 – Taxi and limousine service
- 4854 – School and employee bus transportation
- 4855 – Charter bus industry
- 4859 – Other transit and group passenger transportation
- 4871 – Scenic and sightseeing transportation, land
- 4872 – Scenic and sightseeing transportation, water
- 4879 – Scenic and sightseeing transportation, other
- 5321 – Automotive equipment rental and leasing

2. Accommodation

- 7211 – Traveller accommodation
- 7212 – RV (recreational vehicle) parks and campgrounds

3. Food and beverage services

- 7221 – Full-service restaurants
- 7222 – Limited-service eating places
- 7224 – Drinking places (alcoholic beverages)

4. Recreation and entertainment

- 51213 – Motion picture and video exhibition
- 7111 – Performing arts companies
- 7112 – Spectator sports
- 7115 – Independent artists, writers and performers
- 7121 – Heritage institutions
- 7131 – Amusement parks and arcades
- 7132 – Gambling industries
- 7139 – Other amusement and recreation industries

5. Travel services

- 5615 – Travel arrangement and reservation services

Appendix D: Tourism occupations in the HRM

Occupations	SOC1991
Accommodation	
Accommodation service managers	A222
Chefs	G411
Cooks	G412
Bartenders	G512
Food and beverage servers	G513
Hotel and front desk clerks	G715
Light duty cleaners	G931
Janitors, Caretakers And Building Superintendents	G933
Food counter attendants and kitchen helpers	G961
All other accommodation occupations	
Air transportation	
Air pilots, flight engineers and flying instructors	C171
Pursers and flight attendants	G712
Airline sales and service agents	G713
Aircraft mechanics and aircraft inspectors	H415
Air Transport ramp attendants	H737
All other air transportation occupations	
All other transportation	
Transportation managers	A373
Retail salespersons and sales clerks	G211
Railway carmen/women	H414
Motor vehicle mechanics, technicians and repairers	H421
Bus drivers and subway and other transit operators	H712
Taxi and limousine drivers and chauffeurs	H713
Railway and yard locomotives engineers	H721
Railway conductors and brakemen/women	H722
Railway track maintenance workers	H732
All other transportation occupations	
Food and beverage services	
Restaurant and food service managers	A221
Food service supervisors	G012
Cashiers	G311
Chefs	G411
Cooks	G412
Maîtres d'hôtel and hosts/hostesses	G511
Bartenders	G512
Food and beverage servers	G513
Bakers	G942
Food counter attendants and kitchen helpers	G961
Delivery drivers	H714
All other food and beverage occupations	

Appendix D: Tourism occupations in the HRM - concluded

Occupations	SOC1991
Recreation and entertainment	
Facility operation and maintenance managers	A141
Recreation and sport program and service directors	A343
Program leaders and instructors in recreation/sport	F154
Retail salespersons and sales clerks	G211
Cashiers	G311
Security guards and related occupations	G631
Attendants in amusement, recreation and sport	G731
Janitors, caretakers and building superintendents	G933
Landscaping and grounds maintenance labourers	I212
All other recreation and entertainment occupations	
Travel agent services	
Retail trade managers	A211
Travel counsellors	G711
All other travel agent service occupations	

Appendix E: Table summary

The structure of the HRM tables is detailed below.

Tables are available for each of the five tourism industry groups (see Appendix C) included in the HRM, as well as a total for all industries. Details are available as well on the air transportation and all other transportation sub-industries of the transportation industry group.

Total employment, hours worked and wages and salaries are available for each industry group. Derived variables including average annual hours worked, average annual wage and salary and average hourly wages are also included.

These variables are split into the following categories:

- Full-time female
- Part-time female
- Full-time male
- Part-time male
- Total full-time
- Total part-time
- Total female
- Total male
- Total

Each of the above categories are split into occupational details (see Appendix D).

These in turn are divided up into four age categories:

- 15 to 24
- 25 to 34
- 35 to 44
- 45+

Last, the age categories are split into immigrant and non-immigrants.

It might be noted that for publication purposes, cells of the HRM tables are suppressed whenever the estimated number of jobs is less than twenty. Below this threshold, the data are not considered reliable enough for publication.

Tables on annual employment in tourism industries are now available upon request. Tables on the annual employment directly attributable to tourism (i.e., tourism employment) and quarterly data will be available in the fall of 2007. For more information, contact the information officer (613-951-3640; iead-info-dcrd@statcan.ca), Income and Expenditure Accounts Division.

Glossary of terms

Employee jobs: All jobs in which the person employed draws compensation for services rendered and for whom the employer must complete a Revenue Canada T4 form. Jobs in which workers are paid by tips or commissions are included. Self-employed proprietors of unincorporated enterprises and unpaid family workers are not included.

Full-time job: One in which a person usually works 30 hours or more per week.

Full-time equivalent employment: Is the number of full-time equivalent jobs.

Full-time equivalent (FTE) jobs: Is defined as total hours worked divided by average annual hours worked in full-time jobs. This can also be described as full-time-equivalent work-years. It is a less precise alternative to expressing labour input in terms of total hours worked.

Gross domestic product (GDP): The unduplicated value of production originating within the boundaries of Canada, regardless of the ownership (resident or non-resident) of the factors of production. GDP can be valued at either basic prices or market prices.

Hours worked: Actual hours worked during normal periods of work, including overtime but excluding paid leave (e.g. holidays, sick leave).

Immigrant: In this study, an immigrant is defined as a person born outside of Canada.

Industry: A generally homogeneous group of economic producing units primarily engaged in a specific set of activities. An activity is a particular method of combining goods and service inputs, labour and capital to produce one or more goods and/or services (products). The activities that define an industry are homogeneous with respect to the production processes used.

Job: A job is defined as an explicit or implicit contract between a person and an institutional unit to perform work in return for compensation for a defined period or until further notice. The institutional unit may be the proprietor of an unincorporated enterprise, in this case the person is described as being self-employed and earns a mixed income. The number of jobs exceeds the number of persons employed by the number of second, third, etc. jobs.

Jobs generated by tourism: Jobs that can be directly attributed to tourism demand.

Labour force: The civilian non-institutional population 15 years of age and over who are either employed or unemployed.

Labour income: All earnings from employment for work performed, whether cash or in kind, and before deductions for income taxes, unemployment insurance, pensions and other social insurance schemes, plus Supplementary Labour Income.

Main job: The job at which the most hours are worked.

Mixed income: Is the value added minus the compensation of employees and taxes on production payable plus subsidies receivable (or the net income) of unincorporated enterprises owned by members of households, either individually or in partnership with others, in which the owners, or other members of their households, may work without receiving any wage or salary. Mixed income contains an unknown element of remuneration for work done by the owner of the enterprise, or other members of the same household, as well as the surplus accruing from production.

Multiple-job holder: A person who is employed in more than one job during the reference period.

Non-immigrant: In this study, a non-immigrant is a person born in Canada.

Occupation: A collection of jobs, sufficiently similar in work performed (tasks, duties and responsibilities) to be grouped under common title for classification purposes.

Part-time job: One in which a person usually works less than 30 hours per week.

Satellite account: An accounting system that follows the basic principles of the System of National Accounts but also expands the analytical capacity for selected areas of social concern, without overburdening or disrupting the central system. Satellite accounts are linked with the central framework of the national accounts and through them to the main body of integrated economic statistics.

Self-employment jobs: Includes working-owners of unincorporated enterprises, and members of their households who work without a wage or salary (i.e., unpaid family workers).

Supplementary labour income (SLI): Mandatory and non-mandatory employer contributions on behalf of employees for pension funds, social insurance and similar benefits.

System of National Accounts (SNA): A coherent, consistent and integrated set of macroeconomic accounts, balance sheets and tables based on a set of internationally agreed concepts, definitions, classifications and accounting rules. It provides a comprehensive accounting framework within which economic data can be compiled and presented in a format that is designed for purposes of economic analysis, decision-taking and policy-making.

Total hours worked: Is the aggregate number of hours actually worked during the year in employee and self-employment jobs.

Tourism: is the activities of persons travelling to and staying in places outside their usual environment for not more than one consecutive year for leisure, business and other purposes not related to the exercise of an activity remunerated from within the place visited.

Tourism commodity: is one for which a significant part of its total demand in Canada comes from visitors.

Tourism demand: is defined as the spending of Canadian and non-resident visitors on domestically produced commodities. It is the sum of tourism domestic demand and tourism exports.

Tourism employment: is the number of jobs in tourism and non-tourism industries that can be directly attributed to tourism demand. Someone who works 10 hours a week counts for as much, by this measure, as someone who works 50 hours a week. This is also called "employment generated by tourism".

Tourism industry: is an industry that would cease to exist or would continue to exist only at significantly reduced levels of activity in the absence of tourism.

Tourism Satellite Account (TSA): A satellite account of the SNA that focuses on visitor spending on goods and services, the supply of these goods and services, and the resulting value added and jobs generated.

Visitors: persons who undertake tourism as defined above. They are referred to as either tourists (those who stay overnight or longer in the place visited), or same-day visitors.

Wages and salaries: Includes earnings from employment before taxes and other deductions. It includes tips, commissions and bonuses. Income from self-employment is not included.

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Technical series

The Income and Expenditure Accounts Division Technical Series (13-604) provide background information as well as in depth analysis on data reported in any of the following accounts: Income and Expenditure Accounts, Provincial Economic Accounts, Financial Flow Accounts, National Balance Sheet Accounts, Labour Income and the National Tourism Indicators. A list of the papers currently available is presented below. These papers are available on our website at www.statcan.ca, by contacting us at 613-951-3810, by email to lead-info-dcrd@statcan.ca or by writing to Client Services, IEAD, Statistics Canada, 21st floor R.H. Coats Building, 100 Tunney's Pasture Driveway, Ottawa, Ontario, K1A 0T6.

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