

# Statistics in focus

## INDUSTRY, TRADE AND SERVICES

THEME 4 – 6/2003

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# Rising employment in hotels and restaurants

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**Diagram 1 : Evolution of employment in the European Union for all branches and in the sector of HORECA ('000)**

In order to study employment in tourism, we first need to define the sector. In addition to branches, such as the hotel trade, which make up the core of the tourist industry, there are many others (restaurants and cafés, car hire, etc.) which are sometimes, but not always, part of the tourist industry, depending on the type of customer. If we define tourism in terms of the supply or production of goods and services available to tourists and visitors, we can use the harmonised data provided by the Labour Force Survey (LFS), and identify some common features of employment in hotels and restaurants (HORECA).

Between 1999 and 2001, when the rate of job creation in the overall EU economy was just 3.5%, it was 5.5% in the hotel and restaurant sector. Employment in the sector rose particularly steeply during that period in Luxembourg (+ 39.9%), Italy (+ 14.7%) and the Netherlands (+ 13.1%). The increase throughout the European Union was more pronounced for women (+ 5.9%) than for men (+ 5.2%). In 2001, more women were employed in hotels and restaurants than men (53% compared with 47%).

The hotel and restaurant labour force is relatively young compared with the workforce in the overall economy: 15-24 year-olds and 25-34 year-olds are more strongly represented in the sector than in the economy as a whole. In Denmark, Ireland, the Netherlands, Finland, Sweden and the United Kingdom, these two age groups account for more than 50% of the sector's labour force.

In 2001, employees in hotels and restaurants worked longer "usual hours per week" than employees in the economy as a whole (39.1 hours, compared with 37.7 hours), although the decline in the working week which has been observed throughout the economy over the last five years was more pronounced in the hotel and restaurant sector.



## A demand-side approach to employment in the tourist industry

Tourism is a heterogeneous concept and it is difficult to agree on an exhaustive measure of its labour force. Employment in tourism generally includes persons who work in branches linked with the industry. However, the extent of the link varies between fields of activity and between products. As regards fields of activity, a distinction is generally made between primary tourist activities (accommodation, air travel, travel agencies, etc.), and ancillary activities (which are not by definition part of the tourist industry but which become a de facto part of it because of the demand for specific products: examples include tourist restaurants or bars, and banks acting as foreign exchange offices). A range of indirectly related activities must also be included: buildings for tourist accommodation, for example, which have to be built and maintained, and the catering sector, which has to be supplied with agricultural products, etc.

There are two possible approaches to measuring employment in the tourist industry. The first is based on demand, or tourist expenditure. The sector is defined by the goods and services purchased by tourists and visitors. The second approach functions on the same lines, but is seen from the perspective of the supply or production of the goods and services on offer to tourists and visitors. The present analysis adopts the latter approach and uses data from the LFS as its main source of information. The breakdown of economic activities in the LFS makes it possible to observe only that part of tourist-sector employment which is accounted for by hotels and restaurants, which is certainly a limitation, although hotels and restaurants are very important activities in the sector.

## Hotels and restaurants account for 6% of service-sector employment in the European Union

One of the major characteristics of Western economies is the large share of employment accounted for by services. It appears from the LFS for 2001 that, in the EU, the share of services in the total employment of 15-64 year-olds varied from slightly more than one job in two in Portugal, to more than three out of four in Luxembourg. In the 15 Member States, the share of service-sector employment accounted for by hotels and

restaurants remained unchanged, at 6%, between 1999 and 2001. There are differences between Member States, however. In 2001, the share of service-sector employment accounted for by hotels and restaurants was highest in Spain, Greece, Ireland and Portugal, at about 10%. At the other end of the scale, Denmark and Sweden recorded rates of below 4%.

	Employment in hotels and restaurants ('000s)			Share of sector-service employment accounted for by hotels and restaurants		Employment growth rate %		
	1999	2000	2001	1999	2001	Services	HORECA	Total employment
						1999-2001	1999-2001	1999-2001
<b>EU-15</b>	6 082.6	6 332.4	6 419.9	6.0	6.0	5.0	5.5	3.5
<b>Eurozone</b>	4 776.1	5 031.3	5 086.6	6.1	6.2	5.1	6.5	3.8
<b>B</b>	125.6	134.2	126.8	4.4	4.3	3.4	1.0	1.5
<b>DK</b>	64.3	68.0	64.8	3.4	3.4	1.6	0.8	-0.5
<b>D</b>	1 143.9	1 189.0	1 184.2	5.1	5.1	3.2	3.5	1.1
<b>EL</b>	248.6	248.0	250.1	10.6	10.6	1.0	0.6	-0.5
<b>E</b>	895.5	981.5	972.4	10.0	10.0	9.4	8.6	9.5
<b>F</b>	747.0	777.0	793.1	4.8	4.8	5.9	6.2	5.2
<b>IRL</b>	101.2	107.9	103.3	10.3	9.6	9.6	2.1	8.0
<b>I</b>	724.5	759.3	831.3	5.7	6.3	5.2	14.7	3.7
<b>L</b>	6.3	9.1	8.8	4.7	6.2	6.8	39.7	5.4
<b>NL</b>	253.5	286.6	286.8	4.7	5.0	6.6	13.1	5.9
<b>A</b>	205.9	212.4	197.4	8.8	8.3	1.8	-4.1	0.5
<b>P</b>	246.3	248.6	250.9	10.1	9.7	5.4	1.9	2.7
<b>FIN</b>	78.0	77.7	81.6	5.1	5.1	4.8	4.6	2.9
<b>S</b>	110.3	113.9	121.3	3.8	3.9	8.8	10.0	6.7
<b>UK</b>	1 131.9	1 119.3	1 147.1	5.8	5.7	4.4	1.3	2.5
<b>IS</b>	5.1	6.7	6.2	5.2	5.9	8.0	21.6	5.6
<b>NO</b>	72.2	74.0	72.4	4.5	4.4	2.6	0.3	1.0
<b>CH</b>	109.6	115.0	132.4	4.3	5.0	3.2	20.8	2.0

Table 1 : Employment of 15-64 year-olds in hotels and restaurants

However, whereas the rate in Sweden is on an upward trend, with employment in hotels and restaurants showing growth of 10% between 1999 and 2001, the situation in Denmark appears to be fairly stable (+ 0.8%). In the EU, employment grew more strongly in the hotel and restaurant sector (+ 5.5%) between 1999

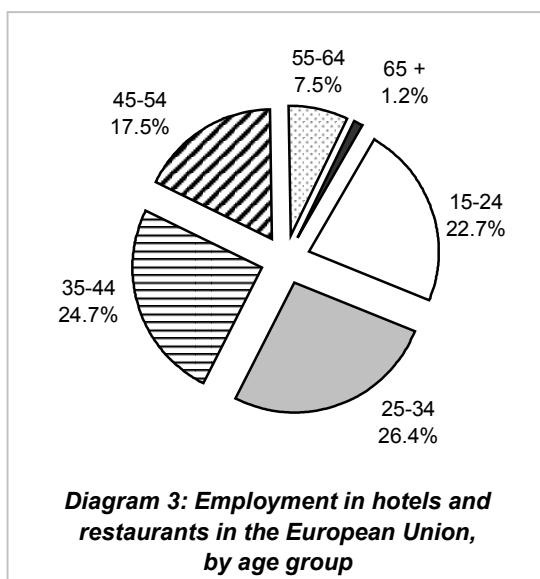
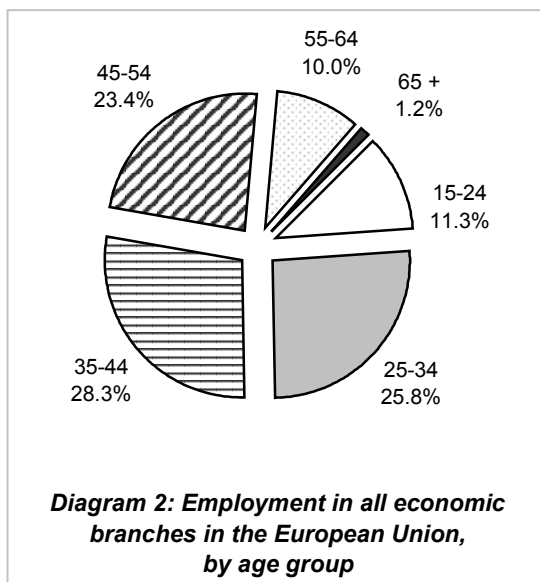
and 2001 than it did in the economy as a whole (+ 3.5%). Three other countries (i.e. in addition to Sweden) recorded employment growth rates of more than 10%: Luxembourg (+ 39.9%), Italy (+14.7%) and the Netherlands (+13.1%).

### The distribution of employment in the HORECA sector by age group

In the EU economy as a whole, 35-44 year-olds made up the biggest group in the workforce (28.3%) in 2001. In hotels and restaurants, however, the 25-34 age group predominates, with a share of 26.4%. In both the economy as a whole and the hotel and restaurant sector, these two age groups together make up more than 50% of the labour force. 15-24 year-olds come third in hotels and restaurants, at 22.7%, whereas the 45-54 year-olds occupy that position in the economy as a whole (23.4%). Generally, the labour force in hotels and restaurants in the Member States is younger than in the overall economy. 15-24 year-olds and 25-34 year-olds are relatively more numerous in hotels and restaurants. On the other hand, the age groups referred to below account for a larger share of the labour force in the economy as a whole than in hotels and restaurants.

In all but two EU Member States, it is either the 15-24 year-olds or the 25-34 year-olds who are the biggest age group in the hotel and restaurant labour force. The exceptions are Belgium and Germany, where 35-44 year-olds are the biggest group. In Greece, Spain, France, Italy, Luxembourg, Austria and Portugal, 25-34 year-olds make up the biggest share of the labour force. The 15-24 age group predominates in Denmark, Ireland, the Netherlands, Finland, Sweden and the United Kingdom. The share accounted for by this age group in the Netherlands is particularly high, at 43.7%.

In terms of young workers, it is important to identify the countries where the two youngest age groups (covering the 15-34 year-olds) make up more than 50% of the labour force. Those countries are Denmark (60.7%), Ireland (59%), the Netherlands (63.3%), Finland (54.1%), Sweden (63.5%) and the United Kingdom (58.8%).



%	15-24 yrs		25-34 yrs		35-44 yrs		45-54 yrs		55-64 yrs		65 and +	
	All economic branches	Hotels and restaurants	All economic branches	Hotels and restaurants	All economic branches	Hotels and restaurants	All economic branches	Hotels and restaurants	All economic branches	Hotels and restaurants	All economic branches	Hotels and restaurants
EU-15	11.3	22.7	25.8	26.4	28.3	24.7	23.4	17.5	10.0	7.5	1.25	1.2
Eurozone	10.7	18.8	26.2	27.7	28.9	26.0	23.7	18.7	9.3	7.7	1.2	1.2
B	8.8	15.3	28.2	27.5	31.4	28.7	24.6	17.7	6.5	9.9	0.5	1.0
DK	13.4	37.1	24.0	23.6	25.2	17.6	23.3	15.0	12.7	5.9	1.4	0.7
D	11.3	18.9	22.7	25.0	29.8	26.9	23.8	19.1	11.3	8.7	1.0	1.4
EL	8.9	14.3	26.0	30.3	26.5	25.4	23.4	18.4	12.6	9.6	2.6	1.9
E	11.7	16.8	30.5	29.4	27.5	26.8	19.7	18.6	9.8	7.7	0.7	0.7
F	9.0	17.0	26.8	28.1	29.2	26.8	27.5	21.8	7.1	5.5	0.4	0.8
IRL	18.1	31.7	28.2	27.3	23.9	18.3	18.8	14.6	9.1	6.8	1.9	1.4
I	8.0	13.3	28.0	31.5	30.3	26.9	23.7	17.5	8.5	8.7	1.5	2.1
L	8.7	13.6	30.7	34.2	32.2	28.5	22.5	19.0	5.7	4.7	0.0	0.0
NL	16.4	43.7	25.8	19.6	26.8	17.2	22.2	13.8	7.9	5.4	0.9	0.3
A	12.6	19.4	27.5	28.0	30.6	27.7	21.8	18.5	6.7	5.6	0.9	0.8
P	13.1	17.5	26.6	26.6	23.8	26.4	19.7	19.1	10.9	8.5	4.5	1.8
FIN	12.3	30.5	21.2	23.6	26.8	19.7	28.0	19.8	11.0	6.1	0.7	0.3
SE	11.0	35.2	22.9	28.3	24.4	19.5	24.0	11.1	16.1	4.9	1.7	1.0
UK	13.8	37.9	24.5	20.9	26.5	19.8	22.1	13.1	11.5	7.0	1.5	1.3
IS	17.6	60.1	21.6	14.5	24.4	11.0	20.3	11.7	12.3	2.8	3.9	0.0
N	12.9	38.0	24.9	28.7	24.9	16.6	22.8	10.4	13.0	6.3	1.5	0.0
CH	13.5	21.2	20.8	22.8	28.1	28.5	21.4	15.5	13.5	10.1	2.6	1.7

Table 2: Employment in HORECA, by age group, 2001

### Women in the majority

According to the LFS for 2001, most jobs in hotels and restaurants in the EU as a whole were filled by women. This was particularly true in Finland, where women held nearly 72% of all such jobs. In four countries (Greece, Spain, France and Italy), however, hotels and restaurants employ more men than women. An analysis of the structure of female employment in hotels and restaurants in the EU reveals very strong representation of female employees. In the following countries, more than three out of every four jobs held

by women in hotels and restaurants are employees: Denmark, Germany, France, Ireland, Luxembourg, the Netherlands, Austria, Finland, Sweden and the United Kingdom. In the case of men, that proportion is reached only in Denmark, Ireland, the Netherlands, Finland and the United Kingdom.

Female employment increased more rapidly than male employment between 1999 and 2001 (5.9%, compared with 5.2%).

%	Total		Women		Men		Changes in total labour force, 1999-2001			
	Women	Men	Employees	Other	Employees	Other	Women	Men	Employees	Other
EU-15	53.4	46.6	79.6	20.4	69.6	30.4	5.9	5.2	7.6	-0.1
Eurozone	52.4	47.6	75.9	24.1	66.1	33.9	9.0	3.9	9.2	0.3
B	51.2	48.8	56.4	43.6	55.3	44.7	-1.7	3.9	9.2	-7.9
DK	56.6	43.4	93.5	6.5	88.3	11.7	-14.7	31.9	11.7	-50.0
D	57.8	42.2	82.8	17.2	68.9	31.1	3.1	4.2	3.5	3.4
EL	46.7	53.3	65.6	34.4	55.5	44.5	12.3	-7.8	10.8	-11.7
E	47.1	52.9	73.5	26.5	66.1	33.9	12.7	5.2	14.6	-3.0
F	48.5	51.4	80.4	19.6	74.3	25.7	9.8	2.9	12.1	-9.9
IRL	58.8	41.2	88.3	11.7	80.8	19.2	1.2	3.6	4.6	-10.5
I	48.4	51.6	60.7	39.3	54.1	45.9	21.9	8.7	19.7	8.7
L	50.0	48.9	79.5	20.5	69.8	30.2	46.7	30.3	35.4	53.3
NL	52.2	47.8	84.3	15.7	78.2	21.8	13.7	12.6	9.9	29.6
A	63.7	36.2	84.8	15.2	72.3	27.7	-3.8	-4.7	-1.4	-13.9
P	60.8	39.2	72.5	27.5	60.7	39.3	5.4	-3.1	-1.1	8.8
FIN	71.9	28.1	87.7	12.3	79.5	20.5	10.3	-7.3	2.0	22.7
S	55.6	44.4	89.5	10.5	74.0	26.0	6.6	14.7	14.4	-7.1
UK	57.5	42.5	92.6	7.4	85.5	14.5	-3.9	9.4	1.4	0.5
IS	59.7	41.9	89.2	10.8	80.8	19.2	19.4	30.0	25.6	0.0
NO	67.4	32.7	94.1	5.9	92.0	8.0	-1.2	4.4	-1.9	46.9
CH	64.1	35.9	89.0	11.0	82.3	17.7	19.2	23.7	26.9	-7.8

Table 3: Structure of employment in hotels and restaurants, 2001

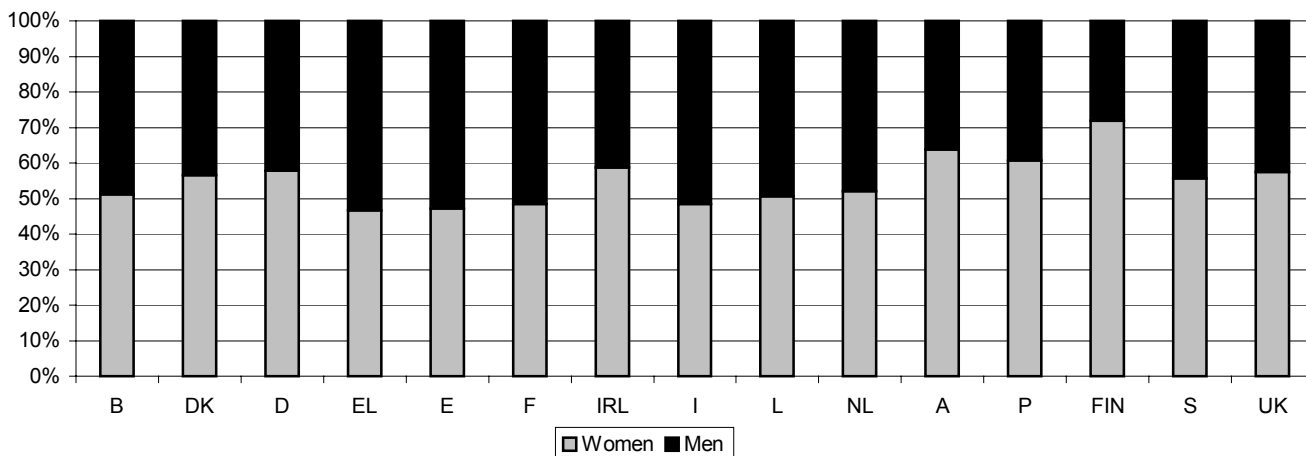


Diagram 4 : Employment in hotels and restaurants in the European Union, by sex, 2001

### Shorter working week

Differences in both legislation and collective agreements mean that considerable caution should be exercised when one compares the working week in hotels and restaurants in the various EU Member States.

Two concepts used in the LFS are crucial for the study of the working week: "usual hours worked per week" and "full time working week". The usual hours are the number of hours *normally* worked. It is also defined in relation to the number of hours *actually* worked. Full time, on the other hand, is determined by formal convention and varies from one country to another. Full time employment starts at around 30 hours, depending on the country in question, while part-time work seldom exceeds 35 hours.

As table 4 (following page) shows, the usual hours worked per week for all economic branches as a whole declined by 0.8% between 1999 and 2001, while those worked in hotels and restaurants recorded a bigger reduction (-1.3%). Belgium (-7.5%), Greece (-3.3%) and the Netherlands (-3.2%) recorded the biggest reduction in the usual working hours per week in the hotel and restaurant sector.

In the European Union, the number of hours usually worked per week in 2001 was higher in the hotel and restaurant sector than in the overall economy. (39.1 hours, as against 37.7). In Belgium, Greece, Spain, France, Italy, Luxembourg and Portugal, the usual working week exceeded 40 hours. The Netherlands had the shortest working week in the EU (26.8 hours).

In 2001, there was a difference of about 10 hours between the usual hours worked per week by men and women in the EU. The difference between the sexes

was most pronounced in Germany and the United Kingdom (about 12 hours). At the other end of the scale was Denmark, where the difference was 4.5 hours.

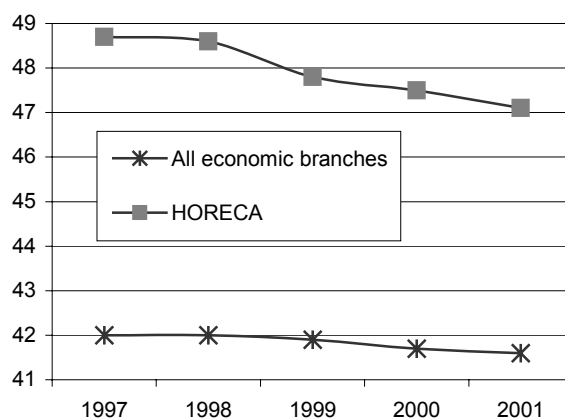


Diagram 5 : Full time employment (in hours) in hotels and restaurants and in all economic branches in the European Union

As shown in diagram 5 persons in full-time employment in hotels and restaurants in the European Union as a whole worked more than 5 hours longer per week than the average for the economy as a whole. The difference was biggest in Belgium, where full-time workers in the economy as a whole worked 10 hours less per week than hotel and restaurant workers. Ireland and the United Kingdom had the smallest differences between hours worked in hotels and restaurants and hours worked throughout the economy (for full-time workers).

## Usual week

	All economic branches		HORECA		HORECA		Variation 1999-2001 in %	
	Full time	Usual week	Full time	Usual week	Men	Women	All economic branches	HORECA
<b>EU-15</b>	41.6	37.7	47.1	39.1	44.2	34.6	-0.8	-1.3
<b>Eurozone</b>	41.6	37.7	47.3	39.1	44.3	34.6	-0.8	-1.5
<b>B</b>	41.2	37.5	52.1	42.2	44.8	39.8	0.8	-7.5
<b>DK</b>	40.3	36.4	43.2	31.8	34.4	29.9	1.7	0.6
<b>D</b>	41.5	36.8	48.2	38.9	46.0	33.7	-1.3	-2.5
<b>EL</b>	44.1	43.3	51.0	49.5	51.7	47.0	0.0	-3.3
<b>E</b>	42.0	40.1	47.6	43.9	47.7	39.7	-0.2	-0.2
<b>F</b>	39.6	36.9	46.5	41.1	45.1	37.1	-2.1	-2.8
<b>IRL</b>	41.4	37.7	43.0	34.1	39.8	30.5	-0.8	0.0
<b>I</b>	40.5	39.0	45.7	42.4	45.6	38.9	-0.5	-1.9
<b>L</b>	40.3	38.2	47.0	43.8	48.0	40.2	-1.0	0.5
<b>NL</b>	40.9	31.7	47.6	26.8	31.5	22.5	-1.9	-3.2
<b>A</b>	41.7	38.4	44.4	39.7	44.8	36.8	-0.5	-1.0
<b>P</b>	41.8	40.1	50.2	48.1	51.0	46.3	-1.0	-0.4
<b>FIN</b>	40.7	38.4	42.3	36.6	40.8	34.9	-0.8	0.3
<b>S</b>	41.0	36.9	45.8	36.1	41.1	32.0	0.5	0.0
<b>UK</b>	44.2	38.1	45.6	31.0	38.0	25.8	0.0	0.3
<b>IS</b>	49.7	42.3	52.4	34.1	42.2	28.5	0.2	-5.0
<b>N</b>	39.2	35.4	39.6	31.9	34.0	30.9	-0.6	-2.4
<b>CH</b>	42.7	35.8	45.9	35.4	42.9	31.2	-2.5	-2.7

Table 4 : Working week in hotels and restaurants, 2001

## Second jobs in hotels and restaurants

Measured as a share of total employment in the economy as a whole, the proportion of people having a second job varied between 1.2% in Luxembourg and 10.3% in Denmark, the EU average being 3.4%. While the average working week in a second job was 11.8 hours in the economy as a whole during the reference week, it was 13.3 hours in hotels and restaurants. Belgium and Greece had the shortest and longest

working weeks: 8.5 and 28.4 hours respectively. Men's average working week in their second jobs, like that in their first job, was longer than women's. Men's average working week was 15 hours in EU hotels and restaurants, while that of women was 12 hours. Greece had the longest average working hours for men (29.1 hours).

	% second job, all economic branches	Total		Men		Women	
		All economic branches	Hotels and restaurants	All economic branches	Hotels and restaurants	All economic branches	Hotels and restaurants
<b>EU-15</b>	3.4	11.8	13.3	12.9	15.0	10.5	12.0
<b>Eurozone</b>	2.8	12.3	15.1	13.5	16.6	10.6	13.1
<b>B</b>	3.7	12.2	8.5	13.4	9.3	10.2	:
<b>DK</b>	10.3	11.8	10.5	11.7	9.1	11.9	11.6
<b>D</b>	2.4	10.7	12.5	11.5	13.6	9.5	11.5
<b>EL</b>	3.1	18.4	28.4	18.7	29.1	16.8	:
<b>E</b>	1.9	15.4	17.4	16.2	18.9	13.4	14.4
<b>F</b>	3.2	12.5	15.5	14.6	18.1	10.9	13.3
<b>IRL</b> <sup>1</sup>	1.8	19.7	:	21.1	:	15.1	:
<b>I</b>	1.3	12.2	13.8	12.5	12.6	11.4	15.2
<b>L</b> <sup>1</sup>	1.2	12.0	:	13.9	:	11.0	:
<b>NL</b>	5.9	9.1	11.1	10.0	12.2	8.0	9.9
<b>A</b>	5.2	12.4	11.4	13.4	10.1	10.0	13.5
<b>P</b> <sup>1</sup>	6.2	14.7	25.9	15.0	:	14.1	:
<b>FIN</b> <sup>1</sup>	3.6	14.6	16.5	16.8	:	11.9	:
<b>S</b>	9.5	12.0	15.1	12.3	:	11.6	:
<b>UK</b>	4.3	10.3	10.8	10.9	11.1	9.8	10.7
<b>IS</b>	17.8	13.2	14.7	14.8	:	11.7	:
<b>N</b> <sup>1</sup>	8.1	20.8	18.2	22.4	20.7	18.9	16.2
<b>CH</b> <sup>1</sup>	6.5	11.1	9.1	13.5	:	9.3	9.6

1) Data of limited reliability

Table 5 : Number of hours worked in second jobs during the reference week, 2001

## ➤ ESSENTIAL INFORMATION – METHODOLOGICAL NOTES

### TOURISM

The activities of persons who travel to and stay in places which are distinct from their usual place of abode for a period of less than 12 consecutive months, for leisure, business or other reasons.

#### Economic activities

Definition of economic activities considered as forming part of tourism in this issue of Statistics in Focus:

**"Hotels and restaurants" NACE Rev.1** (Statistical Classification of Economic Activities), **Section H, division 55:**

55-1 hotels

55-2 other short-stay accommodation

55-3 restaurants

55-4 cafés

55-5 canteens and caterers.

### SOURCES AND DEFINITIONS

#### Labour Force Survey (LFS)

The data on employment were obtained from the Community Labour Force Survey conducted in the 15 Member States of the European Union. A detailed description of the sampling methods, adjustment procedures, coding systems, concepts and definitions is given in the Eurostat publication "Labour Force Survey - Methods and definitions, 1998".

The definitions apply to all persons aged 15 and over, and comply with International Labour Office (ILO) recommendations.

**Employed persons** are those who, during the reference week, did any work for at least one hour.

**Unemployed persons** are those who, during the reference week, were without work but who were available for work within the next two weeks or had actively sought work at some time during the four weeks before the survey.

**The economically active population** is the total of unemployed persons and persons in employment.

**An employee** is a person who performed work for a wage or salary in cash or in kind during the reference week. This may also be a person who was absent from work during the survey period but whose link to the job is clearly established. This link may be the continued payment of a wage or an assurance of reinstatement in a position.

**An employer** or a self-employed person is someone who runs his own business or pursues an occupation independently, with or without employees. The statistics on employees and employers concern only those aged between 15 and 64.

**The usual hours worked per week** are the hours usually worked by the person including overtime, whether paid or not. Travel times between home and the place of work and meal breaks are excluded.

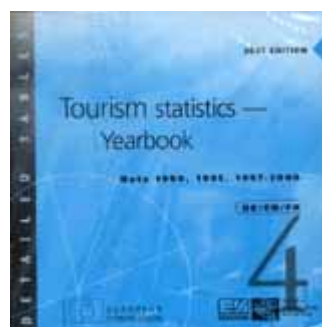
#### Second job

This group includes persons who had more than one job during the reference week. It does not include persons who changed job during the reference week.

### Recent publications:

For an outline of trends in tourist activity in the Member States, the countries of Central Europe and the Mediterranean countries, we recommend the following publications:

- "Tourism – Europe, central European countries, Mediterranean countries" for an analysis of recent trends (2000 and 2001; available in English only);
- "Tourism statistics – Yearbook" for the data for 1990, 1995, and the years from 1997 to 2000 (available in FR, EN and DE) on the capacity and occupancy of accommodation and tourism demand - domestic and outbound.



# Further information:

## ➤ Reference publications

Title Tourism and the environment - Statistics in focus No. 40/2002  
 Catalogue No KS-NP-02-040-EN-N

## ➤ Databases

NewCronos, Domain: Labour force survey  
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