

Harnessing tourism for local economic development: strategies for pro poor tourism

Presentation 2: local staff wages and employment



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Local employment & wages

The main cash injection into the local economy = wages of local staff.

This linkage is *already* very significant.

But ways to *increase* it should not be ignored.

4 issues affecting poor people's wages and employment

1. RECRUITMENT

- Recruit locally. What jobs are available to unskilled people? To new entrants to the industry? Just seasonal casuals or secure employment opportunities? .

2. WAGES

- Pay a living wage to 'low-paid' staff. Include benefits.

3. PROGRESSION

- Ensure un-skilled and semi-skilled people can *progress* to more skilled and better paid jobs. Promotion and higher wages.

4. TRAINING

- Heavy investment in training can transform the employment prospects of poor people. From housekeeping to management!
- Not just management training for graduates.

Issues in Dominican Republic?

Tourism wages exceed agricultural wages.
High local recruitment. More to do on training and progression for less-skilled staff??

Invest in new linkages, but don't forget the importance of employment and wages.