

LABOR FLEXIBILITY IN THE TOURISM SECTOR

An Analysis of the Job Advertisements

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Academic literature has traditionally considered that employment in the tourism sector belongs to the domain of secondary job markets, due to the abundance of lower qualification jobs; however, this negative consideration has been questioned in recent years because of organizational and technological changes and due to the reconsideration of qualifications in the service industry. The aim of this paper is to analyze the conditions under which stable employment is created. In order to do so, over 6,000 on line adverts of the main Spanish job websites have been analyzed, considering that the job description provided in them permit to know the preferences of employers as regards educational levels and experience, and how this relates to types of contracts offered. This approach is innovative and shows how, at a certain moment, employers have an idea of the ideal type of worker that would suit their needs. Research results show that the stability of the position offered depends crucially upon the type of occupation. Nevertheless, for adverts offering the same kind of positions, the stability of the contract depends more on the experience of the applicant and the degree to which she has responsibility over other employees than on her formal educational level. Therefore, we conclude that even though education is a prerequisite to access some occupations, it does not guarantee job seekers a stable employment.

KEY WORDS: *tourism, occupation, education, experience, job stability.*