



# **Tourism Sector Jobs Resilience Plan**

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Kate Rivett-Carnac

# Presentation outline

1. Introduction: recap
2. Strategic risks and options
3. Proposals
4. Governance arrangements

# Introduction

- Tourism is a large source of employment, particularly in areas that are well-known for their natural attractions.
  - Jobs are located across several industries, with many in F&B and accommodation.
  - Foreign holiday tourism demand is most at risk from climate change as it is linked to iconic ecotourism destinations – the Western Cape/Kruger being the most popular. Foreign holiday tourists spend the most on the formal tourism value chain. (SADC land arrivals are less tied to natural attractions and less likely to be for holiday; spending less).
  - Climate events already impact the sector, particularly floods and droughts, and could undermine natural attractions.
  - These climate shocks exacerbate the trend towards informalisation and vulnerability.
- Employees in informal accommodation and F&B firms in districts outside of the metros have the greatest increased vulnerabilities in the face of the changing climate.
  - This is due to their lower skills (relative to, for example, air transport and travel agency employees), limited social protection, as well as the lack of economic diversification in smaller holiday towns and the exposure to climate events.

# SJRP: Strategic risks and options

- The main and most immediate risk ***is increasing physical impacts on ecotourism attractions***. Policies:
  1. Adaptation and resilience strategies for the ecotourism attractions (site and institution specific incl. overall funding/ capacity options for protected areas)
  2. Economic diversification strategies for the holiday towns
  3. Social protection of workers in small formal and informal F&B and accommodation establishments.
- A longer-term risk is that long-haul holiday tourism to South Africa declines due to the ***increased cost of travel to South Africa from the imposition of emissions-based air passenger taxes***. Policies:
  1. Motivate for design of passenger emission taxes that distributes to long-haul emerging market destinations.
  2. Investigate a local SAF roadmap (industrial option)
- An ***overall risk relates to the lack of a shared understanding, preparedness and planning*** for climate change impacts on tourism in South Africa. Requires appropriate institutional, governance structures and coordination mechanisms

# Proposal 1: Technological adjustments - Enhance resilience of nature-based tourism sites

The National Department of Tourism and the DFFE to increase resource mobilisation for the EPWP Working for Water, Working on Ecosystems and Working on Fire, and other **nature-based solutions**’ expanded public works programmes. Work with SANParks, provinces to establish full resourcing needs. *Site-based resilience also requires institutional resilience.*

Raise additional funds through global Nature-based Solutions’ platforms. Take on board lessons from assessments of the EPWP. Build strategic partnerships for delivery, including NGOs and for-profit partners (including from tourism adjacent landowners).

**Benefits and impacts:** jobs, water, biodiversity, eco-tourism protected; **Costs:** TBD

	Audited outcome			Adjusted appropriation	Medium term expenditure estimate		
	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
<b>Environmental Programmes (Programme 6)</b>							
Annual expenditure (R millions)	2 600	3 267	2 902	2 761	2 869	3 042	3 180
No. of full time work opportunities	30 499	18 208	20 209	22 538	15 654	13 654	15 094
Number of work opportunities	61 923	43 911	58 858	31 075	22 580	20 494	23 371

**Table: DFFE Environmental Programmes (Programme 6): Expenditure trends and estimates**

Source: adapted from National Treasury, 2025. Expenditure trends and estimates. Vote 32. pp 631 – 633.

## **Proposal 2: Technological adjustments- prepare for aviation-linked passenger emissions taxes**

The National Department of Tourism, the Presidency, DFFE, the Presidential Climate Commission, DIRCO and National Department of Transport, in coordination with industry, should develop a clear policy and advocacy position on the allocation to South Africa of a share of revenues from a mooted EU aviation emissions tax.

This would support the introduction of technology alternatives (local SAF capabilities) and just transition responses (given potential negative impact on SA's long-haul leisure tourism markets).

**Costs:** Technical assistance, through the *JET project and funding allocations*, to establish a position and proposal for disbursement of aviation emissions' taxes.

**Benefits and impacts:** Access to additional funds for transition.

# Proposal 3: Economic diversification – diversification of tourism markets and local economies

District municipalities, local municipalities, local business and tourism chambers and local union representatives, should investigate and implement economic diversification plans in districts and towns that are heavily reliant on holiday tourism.

- This involves better data on local visitation trends, other market potential including less 'at-risk' tourist markets and other economic opportunities that hold potential for job growth.

Combine with other economic diversification programmes for other sectors to ensure there is coordinated planning and implementation. Should be part of an overall economic diversification planning methodology rolled out to 'at risk' regions, as this is not just relevant to tourism.

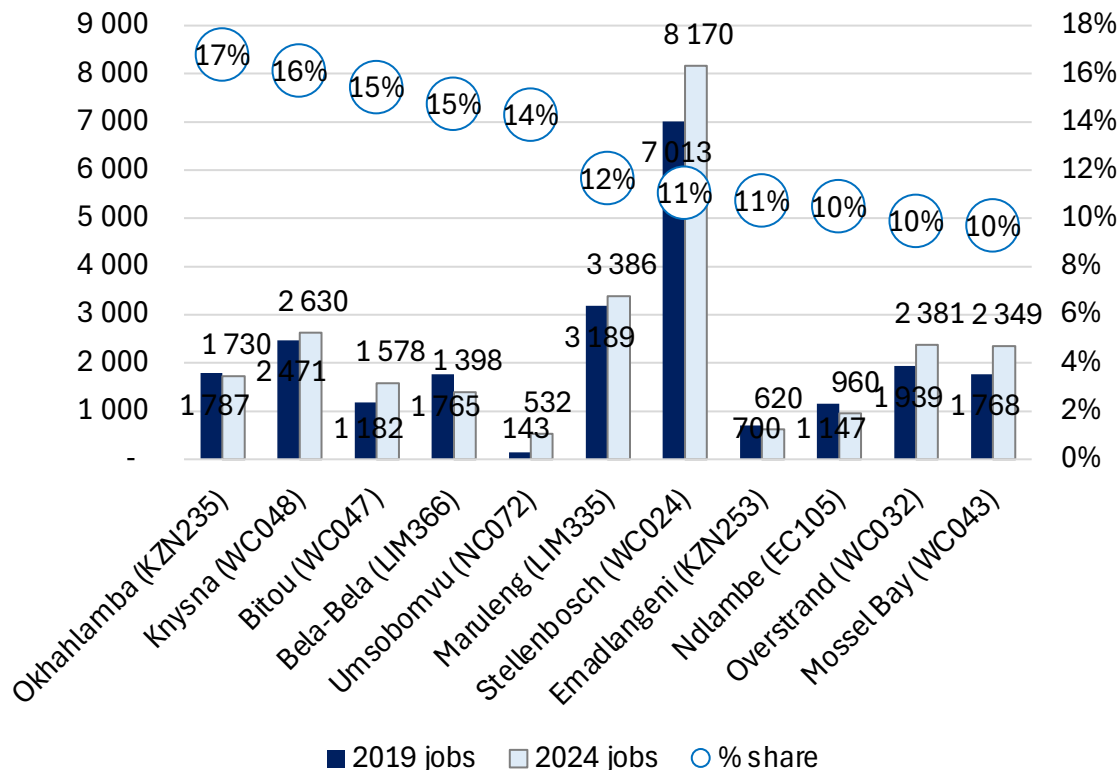
**Costs:** TBD, provide support for LMs and DMs for planning and implementation

**Impacts and benefits:** improved LED planning and less vulnerable jobs

# Proposal 4: Active labour market policies – training and new jobs

The NDT, DFFE and National Department of Employment and Labour, the SETAs and the UIF should work with affected district municipalities, and organised industry and labour at the district level to establish measures to respond to job losses, including the identification of alternative job opportunities and the provision of retraining as required. This should also establish the need and motivate for social protection measures as required.

## Existing formal jobs in tourism-dependent LMs



**There were 25,734 formal jobs** in 2024 in 11 of the most tourism dependent towns. This is a significant undercount as it does not include informal jobs, which are the most vulnerable.

**Costs:** TBD

**Benefits and impacts:** improved job prospects.

# Proposal 5: A multi-tiered governance structure

## ***National tourism climate change working/ steering group***

Purpose: Oversight, alignment, coordination and communication

Who: DFFE, National Department of Tourism, Tourism Business Council and Organised Labour

### Main tasks:

- Sector adaptation plan (ref. CC Act, 2025) and implementation incl. SJRP
- National tourism climate response strategy (to be developed?) incl. market positioning and communication
- NDT tourism environmental implementation plan (2021) and other policies integrated and aligned

*Progress reports*

## ***District level task team/s: SJRP implementation***

Purpose: Local level coordination and implementation oversight

Who: DM and/ or LM, Tourism industry chapter/ Business Chamber/ both; Airbnb representation and Organised Labour.

### Main tasks:

- Economic diversification strategies (cross-cutting)
- Social protection and re-training (cross-cutting)

## ***National task team: SJRP implementation***

Purpose: National project coordination and implementation oversight

Who: DFFE, Treasury, PCC, JETP (Presidency), TBCSA, Labour, Transport, Tourism

### Main tasks:

- Improved resilience of protected areas (with provinces, SAN Parks, DFFE) incl. nature-based solutions funding
- Distribution and design of aviation emission taxes on passengers from main markets

## ***Community of practice and implementation working group***

Purpose: adaptation responses in protected areas and other ecotourism attractions

Who: SANParks, provincial conservation areas, and municipal protected areas + beaches, Cape Winelands; adaptation network partners (e.g. WWF, etc.)

Main tasks: Share response strategies incl. nature based-solutions other adaptation lessons



**Thanks**

Discussions