

Upskilling and reskilling in a female-dominated industry: training intentions and career expectations of seasonal tourism workers.

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Due to technological changes and growing digitalization of the workplace, the post-pandemic economic recovery offers opportunities to consider new skilling demand in different sector (White, Rittie, 2022), including tourism. Indeed, various barriers have been identified as key factors preventing both tourism firms from implementing skill development interventions (Lyons et al., 2016) and workers from co-investing in training.

An under investigated determinant of workers' willingness to invest in training activities is the condition of women working in female-dominated occupations (Dolado et al., 2003). As this type of occupational segregation has been also observed in the tourism industry (Campos-Soria et al., 2011), a noteworthy research question is whether this condition may penalize workers' willingness to invest in training, which in turn can be positively related to the perception of seasonal employment in the tourism industry as a proper career opportunity (Ainsworth, Purss, 2009).

The empirical study is based on a dedicated survey administered to a sample of 524 seasonal employees who worked in the Rimini Province (Italy) during the summer of 2019 and applies a two-step regression analysis. Our findings contribute to the debate on gender equality in the tourism industry and on the gendered impact of COVID-19 on workers' careers (Peck, 2021).