

ARE YOU A HORECA EMPLOYER?

Understand
your rights and
obligations!

HIRING SEASONAL WORKERS IN THE HORECA SECTOR: A GUIDE FOR EMPLOYERS

Are you recruiting seasonal staff for your hospitality or tourism business within the EU? Here are key points to ensure a smooth and compliant hiring process.

Essential

Provide clear and comprehensive employment information

You must inform workers, in a language they understand, about their employment terms and conditions. Include details on:

- **Job title**, duties, and responsibilities
- **Start date** and **expected end date**
- Any **probationary period**
- **Training entitlements** (if applicable)
- **Paid leave entitlements**
- Procedures for **terminating employment**
- **Wage**, supplements, and payment frequency
- **Working hours**, shifts, and overtime arrangements
- Any **collective agreements** that apply
- **Social security information**
- For temporary agency workers: the identity of the companies they'll work for, as soon as this information is known.

Respect workers' rights

Seasonal workers in HORECA have the same labour and social rights as permanent employees. This includes:

- **Fair wages**
- **Safe working conditions**
- **Protection from discrimination**

Discrimination is prohibited:

EU law prohibits discrimination based on **sex, race or ethnicity, religion or belief, disability, age, sexual orientation, or nationality**.

Accommodation for workers

If you provide or arrange accommodation, it must:

- Be **reasonably priced** with clear terms on who pays what
- Meet basic standards for:
 - **Cleanliness and hygiene**
 - **Safety and security**
 - **Space and amenities**
 - **Proximity** to the workplace

Ensure health and safety at work

Employers must:

- Provide **health and safety training**
- Inform workers about any **job-related risks**
- Maintain a **safe work environment** and uphold hygiene standards

Protecting vulnerable workers:

Special protection applies to **teenagers, pregnant women, and new mothers**.

Get guidance and support

Local labour authorities, employer, and other relevant organisations can provide guidance and assistance.

For more information, visit:

- Equal treatment of staff: https://europa.eu/youreurope/business/human-resources/equal-treatment-qualifications/equal-treatment/index_en.htm
- For more information about hiring workers: https://europa.eu/youreurope/business/human-resources/employment-contracts/index_en.htm

For more information about special considerations for teenage workers visit: https://europa.eu/youreurope/business/human-resources/employment-contracts/teenage-workers/index_en.htm



EUROPEAN LABOUR AUTHORITY

European Labour Authority

Landererova 12, 811 09 Bratislava - Slovakia

info@ela.europa.eu

www.ela.europa.eu



**Find out more
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Labour
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FAIR HORECA IN EU



Work is seasonal. Rights are not