



WORKING IN HORECA?

Protect your rights
today, secure your
future tomorrow!

ARE YOU A MOBILE SEASONAL WORKER IN THE HORECA SECTOR IN THE EU?

As a seasonal worker, you have the right **to fair and transparent working conditions** and to enjoy the same **labour and social rights** as local workers, regardless of where you work within the EU.

Your rights as a seasonal worker

Legal and declared employment

You have the right to work legally and declared. This means that:

- A **legal contract** is in place.
- Your employment is registered with the appropriate institutions, such as **social security** and **tax authorities**.
- Your **working conditions**, wage, and benefits are clearly defined, legal, and respected

These provisions give you access to:

- **Health care** and family benefits.
- Protection in cases of **unemployment**, occupational illness, or injury.
- A **pension** for the future.

Essential information about your employment

You must receive clear and written information about your employment, including:

- Details about you and your employer
- **Place of work**
- Your **job title**, duties, and responsibilities
- **Start and end dates** (if applicable)
- **Probationary period** (if any)
- **Training entitlements** (if any)
- **Paid leave entitlements**
- Procedures for **terminating your employment**
- Details about your **wage**, supplements, and payment frequency
- **Working hours**, shifts, and overtime arrangements
- **Collective agreements** applicable to your employment
- **Social security** details
- For temporary agency workers: information about the companies you will work for, as soon as it is known.

Note: Specific rules for seasonal work or the HORECA sector may apply in your country of work, influencing your wage, working hours, leave days, etc.

Fair treatment and non-discrimination

You are entitled to fair treatment regardless of your **sex , race or ethnicity, religion or belief, disability, age, or sexual orientation**. **Discrimination based on nationality** is strictly forbidden across the EU.

Additional protection:

If you are a **teenager, pregnant**, or have **recently given birth**, your employer must take measures to protect your health and well-being. These measures may include adjustments to:

- Your tasks
- Working hours or schedule
- Protection from hazardous substances

Health and safety at work

Your employer is responsible for:

- Informing you of any job-related risks
- Providing health and safety training
- Ensuring safe working conditions and respecting hygiene practices

For more details:

- Learn about employer obligations for teenage workers: https://europa.eu/youreurope/business/human-resources/employment-contracts/teenage-workers/index_en.htm
- Learn about equal treatment of workers: https://europa.eu/youreurope/business/human-resources/equal-treatment-qualifications/equal-treatment/index_en.htm

Need advice or assistance?

If you have questions or need support:

- Ask your employer
- Seek advice from **local labour authorities, trade unions**, or assistance organisations
- Contact your nearest **EURES office**: <https://europa.eu/eures/portal/um/search-for-advisers?lang=en>

Useful resources:

- Information about **employment contracts in the EU**: https://europa.eu/youreurope/citizens/work/work-abroad/employment-contracts/index_en.htm
- More about **collective agreements: contact the relevant union in the country where you work**



EUROPEAN LABOUR AUTHORITY

European Labour Authority
Landererova 12, 811 09 Bratislava - Slovakia

info@ela.europa.eu

www.ela.europa.eu



**Find out more
on the European
Labour
Authority
website**

© European Labour Authority, 2025

Neither the European Labour Authority (ELA) nor any person acting on behalf of ELA is responsible for use that might be made of the information in this document.

Reproduction is authorised provided the source is acknowledged. For any use or reproduction of photos or other material that is not under the copyright of the ELA, permission must be sought directly from the copyright holders.

Images copyright: © iStock.com/Hilch

Luxembourg: Publications Office of the European Union, 2025

Print ISBN 978-92-9401-875-5 doi:10.2883/9653648 HP-01-25-014-EN-C

PDF ISBN 978-92-9401-874-8 doi:10.2883/0349070 HP-01-25-014-EN-N

FAIR HORECA IN EU



Work is seasonal. Rights are not