



# 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](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](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](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

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# FAIR HORECA IN EU



**Work is seasonal. Rights are not**