



European  
Commission

# JOBS AND SKILLS IN TOURISM

Helpful EU resources for jobseekers and businesses

**A striking 92%<sup>1</sup> of small and medium-sized enterprises in tourism struggle to hire skilled staff.**

The EU is tackling this challenge by connecting jobseekers with employers across Europe, investing in reskilling and upskilling, and supporting the sector's move towards green and digital jobs. Funding programmes provide additional support for businesses and jobseekers, ensuring a strong and competitive tourism workforce.

Whether you're seeking a job or own a business, your role is vital in shaping the future of European tourism.



**DISCOVER HOW  
THE EU CAN  
SUPPORT YOU!**



# LOOKING FOR A JOB IN TOURISM?

The tourism sector is one of the largest and most dynamic in the EU. With around 19 million jobs<sup>2</sup> created by the sector in 2022, your opportunities in Europe are limitless.

Tourism doesn't just offer a variety of roles. It also provides ample chances for training, upskilling and reskilling. Embrace a career that grows with you!



*Going on a holiday trip should be the greatest time of the year. I want to contribute to making this time memorable. We work on sustainable solutions for the tourism sector so that tourists as well as my kids have a future worth living.*

**LUKAS FREITAG, SUSTAINABILITY AND MARKETING MANAGER, FAIRAWAY TRAVEL**

## Rights at work

Explore the Commission's comprehensive [webpage](#) dedicated to safeguarding workers' rights across the EU. Discover essential information on health and safety, equal opportunities, discrimination at work, labour law, and more.

## EURES

With over 4 million job vacancies across Europe, [EURES](#) is the best place to search for tourism jobs. EURES Advisers offer free career, legal, and social security advice, organize job fairs, help with reviewing and translating CVs, and more!

## Recognition of your qualifications

The EU is working hard to make it easier for citizens to have their [qualifications](#) recognized across borders. This page explains the different types of qualifications, the process of recognition, and the resources available to help you navigate the system.

## Erasmus+

The [Erasmus+](#) program provides funding for students to study, train, or undertake work placements in other EU countries and beyond. Through Erasmus+, tourism students at all educational levels can gain international experience, develop their language skills, and network with professionals from other countries.

# RUNNING A TOURISM BUSINESS?

Small and large businesses have the responsibility to offer continuous professional training, better working conditions, competitive salaries, and create an inclusive environment for their employees.

There are various EU tools and initiatives that can help tourism businesses boost improve their job offers and find the perfect match for their needs.



*The future of tourism depends on a stronger commitment to responsibility. This involves tour operators working closely with scientists and researchers to create experiences that actively contribute to conserving a country's natural, historical and cultural heritage.*

**PATRIZIA PATTI, FOUNDER AND  
MANAGING DIRECTOR OF ECOMARINE  
MALTA**

## EU labour law

[EU labour law](#) benefits employers by providing a clear framework of rights and obligations in the workplace, protecting the health of the workforce and promoting sustainable economic growth.

## EURES

Find the appropriate candidate within the over 1 million CVs available via [EURES](#) and increase your visibility on the European market. Search either by keyword or job profile. EURES has a wide range of free services for employers looking for international recruits.

## Pact for Skills

The [Pact for Skills](#) aims to get public organisations and businesses together and encourage them to make concrete commitments to upskilling and reskilling adults. See how your business can join the Pact and its [large-scale partnership in tourism](#).

## European Alliance for Apprenticeships (EAfA)

[EAfA](#) unites key stakeholders with the aim of strengthening the quality, supply and overall image of apprenticeships across Europe, while also promoting the mobility of apprentices. SMEs across Europe can join the Alliance to improve their apprenticeship offers.

# FIND MORE RESOURCES AND TOOLS



**RESOURCES FOR  
JOBSEEKERS IN TOURISM**



**RESOURCES FOR  
TOURISM BUSINESSES**

1 [https://single-market-economy.ec.europa.eu/system/files/2024-02/Final%20Report%20JP8%20%28DG%20GROW%29%20-%20Jobs%20in%20EU%20Tourism\\_.pdf](https://single-market-economy.ec.europa.eu/system/files/2024-02/Final%20Report%20JP8%20%28DG%20GROW%29%20-%20Jobs%20in%20EU%20Tourism_.pdf)

2 <https://op.europa.eu/en/publication-detail/-/publication/404a8144-8892-11ec-8c40-01aa75ed71a1>

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