

Question for written answer E-000922/2026
to the Commission
Rule 144
Elena Kountoura (The Left)

Subject: Under-representation of women in the tourism industry, precarious forms of work and the need for targeted EU interventions

Although women make up more than half of the tourism workforce, they continue to be significantly under-represented in positions of responsibility and decision-making¹. Moreover, they are disproportionately exposed to vulnerable, precarious or informal forms of work².

The combination of these factors exacerbates gender inequalities and increases the risk of poverty and social exclusion for women working in the tourism sector.

In view of:

- the UN's sustainable development goals³,
- the need to ensure quality and stable employment in the tourism sector, including by strengthening sectoral collective bargaining, increasing wages and properly implementing the minimum wage directive,
- the upcoming European strategies on gender equality and sustainable tourism,

can the Commission answer the following:

1. What measures does it intend to take to increase women's participation in positions of responsibility and decision-making in the tourism sector?
2. How does it intend to address seasonal work and precarious and informal forms of work that disproportionately affect women in the tourism sector, particularly in terms of job security, social protection and equal pay?
3. Does it intend to develop targeted programmes or financial tools to bolster seasonal childcare services and boost training, entrepreneurship and the professional development of women in tourism, especially in regions that are highly dependent on this sector?

Submitted: 5.3.2026

¹ According to recent surveys, women working in the tourism industry hold only 33 % of management board positions and the pay gap between women and men is as high as 14.7 %. Eurostat found that, at EU level, women held around 35 % of management positions in 2024. They also occupy only 21 % of management board positions in the EU's 100 largest travel and leisure companies.

² Surveys point to high levels of informal and undeclared work in the tourism industry, where women are mostly employed in low-paid, unstable or informal jobs, often without adequate social protection. According to Eurostat, one in four women (26 %) in the tourism industry work part-time, compared to around one in eight men.

³ Notably target 5.5 on women's full and effective participation and equal leadership opportunities, and target 8.9 on promoting sustainable tourism policies that create jobs.