

EN

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Answer given by Mr Tzitzikostas  
on behalf of the European Commission  
(27.5.2026)

The Commission recognises the key role of women in tourism, while noting persistent gaps in their career progression and job quality<sup>1</sup>. While tourism is primarily a Member State competence, the EU supports and complements national action, notably through its competences in employment and social policy.

Under the EU Gender Equality Strategy and European Pillar of Social Rights, the Commission promotes equal opportunities, fair working conditions and work-life balance, including measures on pay transparency, adequate minimum wages and childcare<sup>2</sup>. The Women on Boards Directive<sup>3</sup> promotes gender-balanced representation in top management positions through transparent and merit-based selection procedures. The Commission also supports actions combating stereotypes, discrimination and female leadership.

The Commission supports upskilling, reskilling and career development through Erasmus+, the Pact for Skills and cohesion policy funds<sup>4</sup>. The Tourism Large-Scale Partnership under the Pact for Skills promotes skills, career pathways and the attractiveness of the sector<sup>5</sup>. Particular attention is given to disadvantaged groups, including women, and their integration into the tourism labour market.

EU programmes also support entrepreneurship, including women-led small and medium enterprises, and can be mobilised to address specific needs, such as training, business development and childcare services in tourism-dependent areas<sup>6</sup>. The Commission proposal for the next Multiannual Financial Framework will continue supporting skills, social inclusion and regional resilience, including through measures relevant for tourism ecosystems.

The EU Sustainable Tourism Strategy<sup>7</sup> will further promote inclusive, resilient and quality employment across the ecosystem.

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<sup>1</sup> UN Tourism, *Global Report on Women in Tourism (2nd edition)*, 2019 (women represent ~54% of the global tourism workforce), <https://www.e-unwto.org/doi/book/10.18111/9789284420384>.

<sup>2</sup> COM(2020) 152 final; COM(2021) 102 final; Directive (EU) 2022/2041; Directive (EU) 2023/970.

<sup>3</sup> Directive (EU) 2022/2381.

<sup>4</sup> Erasmus+: <https://erasmus-plus.ec.europa.eu>; Cohesion Policy: <https://cohesiondata.ec.europa.eu>; Single Market Programme: <https://single-market-economy.ec.europa.eu>.

<sup>5</sup> Pact for Skills – Tourism Large-Scale Partnership: <https://pact-for-skills.ec.europa.eu>.

<sup>6</sup> European Innovation Council and SMEs Executive Agency (EISMEA), support for SMEs including women-led businesses, <https://eisma.ec.europa.eu>; Erasmus for Young Entrepreneurs, <https://www.erasmus-entrepreneurs.eu>.

<sup>7</sup> [https://transport.ec.europa.eu/news-events/news/have-your-say-upcoming-eu-sustainable-tourism-strategy-2025-06-23\\_en](https://transport.ec.europa.eu/news-events/news/have-your-say-upcoming-eu-sustainable-tourism-strategy-2025-06-23_en).