

WORKING IN HUNGARY

CONDITIONS FOR EMPLOYMENT IN HUNGARY

- **Residence Permit for the Purpose of Employment**

To work in Hungary as a third-country national, you must apply for a residence permit that is valid for at least 91 days, but for not more than 2 years. You can apply for a residence permit at the Hungarian Consulate in your home country or that of your habitual residence.

- **Residence Permit for Job Seekers or Entrepreneurship**

This type of permit may be issued to a third-country national who is in possession of a valid residence permit for the purpose of research, and who is able to prove the completion of the research activity; or who is in possession of a valid residence permit for the purpose of studies and is able to prove the successful completion of their studies.

- **Residence Permit for the Purpose of Seasonal Employment**

Such a permit may be issued to third-country nationals whose purpose of residence is to perform seasonal work as provided for in other specific legislation.

To find the necessary application forms and for more information, please visit [the website](#) or offices of the **Hungarian National Directorate-General for Aliens Policing**.

Address: 1117 Budapest, Budafoki St. 60,

Email: migracio@oif.gov.hu • **Tel:** +36 1 463 9292



BE AWARE OF THE SIGNS OF POTENTIAL LABOR EXPLOITATION

Migrant workers can be at risk of being exploited while searching for employment or while working. Due to language barriers or lack of support and knowledge of the local labor law, labor migrants are more likely to become victims of labor exploitation than local laborers. Moreover, labor migrants are overrepresented in dangerous industrial jobs such as construction, and therefore tend to be more vulnerable to safety and health issues than local workers. Labor exploitation may take many physical and/or psychological forms, for example: deception, restriction of movement, isolation, physical and sexual violence, intimidation and threats, retention of identity documents, withholding of wages, debt bondage, abusive working conditions or excessive working hours.

HOW CAN YOU AVOID BEING EXPLOITED?

NEVER PAY ANY RECRUITMENT FEES

Beware of recruiters or agencies who ask you to pay recruitment fees! They might also offer you food and accommodation for a high price which will later be deducted from your salary. You can easily fall into a *debt spiral*. You should also *never advance money to any intermediary who offers you a job*.

NEVER ACCEPT JOB OFFERS FROM UNCERTIFIED RECRUITMENT AGENCIES

Recruitment agencies are firms hired by companies and organizations specialized in finding the most suitable employees. There are several certified recruitment agencies in Hungary who, in partnership with the Hungarian Government, employ foreign nationals through a facilitated procedure. These agencies are reliable and operate under strict regulatory conditions. You can download the list of certified recruiters by reading the QR code. However, not all companies use recruitment agencies. For reliable job opportunities, visit the official site of European Employment Services ([EURES](#)).



DO NOT BE SEPARATED FROM YOUR PERSONAL DOCUMENTS

It is imperative that you keep possession and control over your personal documents such as your identity papers, passport and travel documents! Always keep them with you or locked away in a safe place. Never let your employer take them away from you because an exploitative employer might use it as a coercive means to keep you involved in exploitative work.

DO NOT START WORKING WITHOUT A WRITTEN CONTRACT

A written employment contract outlines your rights and responsibilities – *it is for your own protection*. It is a legally binding document which should include specific terms such as the payment of wages, the scope of your job, fixed working hours, sick pay and holiday entitlements. You should only sign your contract if it is in a language that you fully understand. It is important to note that your employer has no right to force you to stay at your job beyond the duration established in your contract. On the other hand, your employer does have the right to let you go according to the legal framework established in the contract.

DEMAND AT LEAST MINIMUM WAGE

In Hungary, minimum wage is defined by the law as established by annual Government decree. As of 1 January 2023, minimum wage – when no professional qualification is

required – is 232,000 HUF gross. The amount of the minimum wage in cases of jobs that require at least secondary school qualification or secondary vocational qualification is 296,400 HUF gross. Furthermore, you also have the legal right to a detailed, written pay slip at the end of every month which states how much money you have earned and how much tax you have paid.

HEALTH CARE IN HUNGARY

Everyone is automatically registered with the state health insurance scheme as soon they begin work. The employers register their employees and request a TAJ (social security number) number. After that, **you need to receive your TAJ card, an official identification card with your social security number on it.** TAJ cards issued to foreign citizens are only valid for a specified period. Free health services include medical screenings and examinations, general medical treatment and specialized care in cases of emergency.

The Hungarian health insurance system provides accident benefit coverage to insured persons. Should any injuries occur, the employee must inform the employer right away. The insurance covers all injuries and illnesses incurred in the course of work, that are work-related or happen on the way to or from work (accidents at work), and diseases and deterioration of a worker's health due to the hazards specific to the job (occupational diseases).

If your employer did not give you your TAJ card and you would like to check whether your health insurance is active,

register on the **online Hungarian Government platform**, called **“Ügyfélkapu”** (Client Gate). You can get a user account at any local government office in Hungary, or at the Hungarian foreign embassies or consulates or you can [register online](#).



WHAT HAPPENS IF I GET SICK?

A citizen with social security coverage is eligible for sick leave and sick pay. Employees are entitled to 15 working days of sick leave per calendar year if unable to work due to illness. The patient is eligible for a proportionate amount of sick-leave calculated from the date their employment started. During the period of sick leave, the employer is obliged to pay the employee 70% of their salary. A doctor must issue a certificate of the employee's incapacity to work which the employee must present to the employer.

WHAT IF MY CHILD IS SICK AND I NEED TO TAKE DAYS OFF?

Time off for the care of dependents is part of the sick pay system. The length of allowed leave depends on the age of the child: under one year, unlimited; 12-35 months, up to 84 days/child/year; 36-71 months, 42 days; 6-12 years, 14 days. Single parents are entitled to a double period of leave. Leave is a family entitlement, and a sickness benefit is paid at 50 or 60 per cent of actual earnings up to a limit.

EMERGENCY PHONE NUMBERS IN HUNGARY:

POLICE: 107

AMBULANCE: 104

FIREFIGHTERS: 105

EMERGENCY ASSISTANCE: 112

SUPPORT SERVICES OFFERED TO MIGRANTS IN HUNGARY

The **IOM – International Organization for Migration** is the leading inter-governmental organization promoting humane and orderly migration for the benefit of all. IOM provides humanitarian assistance to migrants in need; be they refugees, displaced persons or other displaced people.

Address: 1137 Budapest, Radnóti Miklós St. 2. **Email:** iombudapest@iom.int

The **Hungarian Helsinki Committee** provides legal assistance to victims of human trafficking and to people who cannot return to their home country due to persecution, torture, ill-treatment or war and want protection in Hungary.

Address: 1074 Budapest, Dohány St. 20. II./9. **Email:** helsinki@helsinki.hu

Menedék – The Hungarian Association for Migrants helps the social integration of immigrants arriving in and departing from Hungary through a set of social, educational and cultural programs. They provide support to migrants through individual and group counselling, language lessons and various community programs in order to help them to get to know and understand Hungarian culture and habits, to find a job and housing, and to find their way through the administration maze.

Address: 1066 Budapest, Ó St. 39. Ground floor 1. **Email:** menedek@menedek.hu

The **European Employment Services (EURES) National Coordination Office**, Employment Services Department, Ministry for Innovation and Technology (ITM) is an information and advisory network made up of employment services in the EU Member States, Switzerland and EEA countries aimed at facilitating the flow of labor between countries. It provides information and advice to workers who wish to find a job and settle in the European Union, and assists employers in recruiting in and from the European Union.

Address: 1051 Budapest, Kálmán I. St. 2. IV. Floor. **Email:** eures@pm.gov.hu

