

iGlobal Law Annual Alert 2023 : Hungary

Legal Change	Effective Date	Action required
<p>From January 1st, 2023, a broad amendment of the Hungarian Labour Code takes place.</p> <p>Most of the amendments are the result of the implementation of Directive 2019/1152 of The European Parliament and of The Council of June 20th 2019 on transparent and predictable working conditions in the European Union and Directive 2019/1158 on work-life balance for parents and carers.</p>		
<p>Minimum wage increases:</p> <p>The amount of the minimum wage shall be increased from HUF 200,000 (HUF 260,000 for skilled workers) to HUF 232,000 (HUF 296,400 for skilled workers), that is EUR 577 (EUR 737).</p>	January 1 st , 2023	Where relevant, changes to employment contracts and payroll will be required.
<p>Below are the most important changes:</p> <p>The employer's duty to provide written information:</p> <p>The scope of the information which the employer is obliged to provide to the employee upon commencement of the employment (basic information regarding the employment, such as job duties, order of salary payment, rules on taking vacation, etc.) is widened and also, the deadline for that is shortened from 15 days to 7 days.</p> <p>In addition, if there is a change in any of the subjects covered by informing obligation, the employer must inform the employee in writing no later than the day on which the change takes effect.</p>	January 1 st , 2023	These additional information do not have to be provided automatically to all employees. Employees with an employment relationship existing before January 1 st , 2023 only have to be provided with this additional information if they request it in writing within 3 months from January 1 st , 2023.
<p>Extending rules on leave:</p> <p>Paternity leave is introduced, which means 10 working days until the end of the second month after the birth of the child (this is 5 days more that now).</p> <p>Parental leave is also introduced. An employee is entitled to 44 working days of parental leave up to the age of three years.</p> <p>Regarding these new leaves, baby births occurred since August 2nd, 2022 will also need to be taken into account.</p>	January 1 st , 2023	Make sure that HR is aware of the modified rules of leave. Also, HR will need to assess the possibly affected employees and inform them about the new rules.

<p>The employer cannot terminate the employment relationship by giving notice during paternity leave or parental leave.</p> <p>In addition, if the employee claims that the reason for the termination of employment was that the employee had requested for these new leaves, even if the employer was not obliged to provide any reason for the termination, on the request of the employee, the employer must provide a reasoning.</p>		<p>Prior to terminating the employment of an employee in this situation, this provision needs to be taken into account.</p>
<p>Extended right for the employee to request special ways of employment:</p> <p>Instead of the age of 4, until the age of 8 of his/her child, the employee is entitled to request:</p> <ul style="list-style-type: none"> a) the amendment of his/her place of work; b) the amendment of the work schedule; c) to be employed as a teleworker; d) to be employed as a part-time employee. 	<p>January 1st, 2023</p>	<p>Make sure that HR is aware of the modified rules of leave.</p>