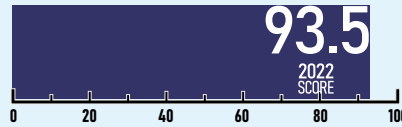




Hungary



88.5  
2020 SCORE

Eastern Europe

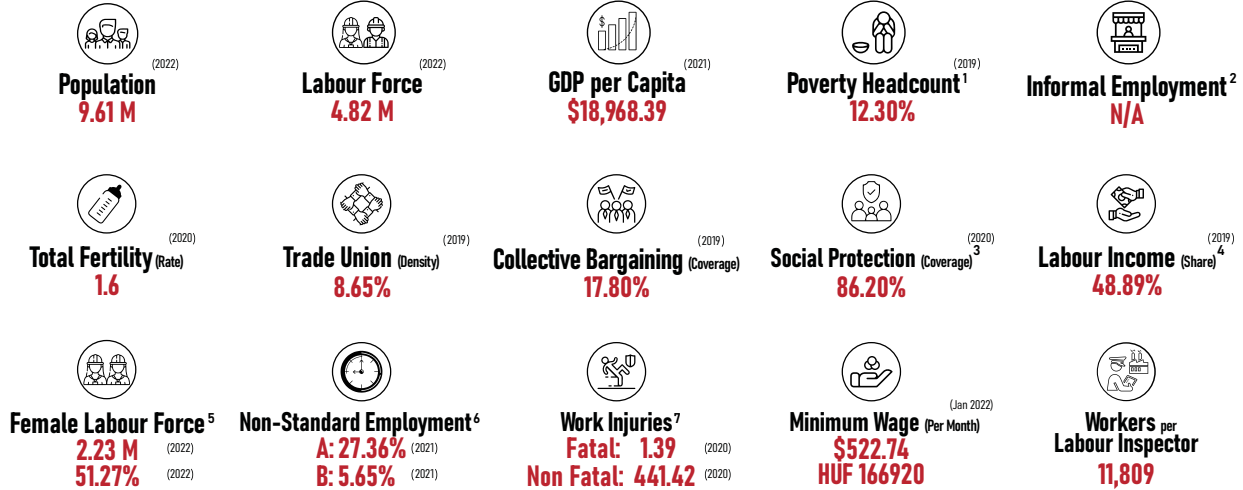
High Income

Decent Work



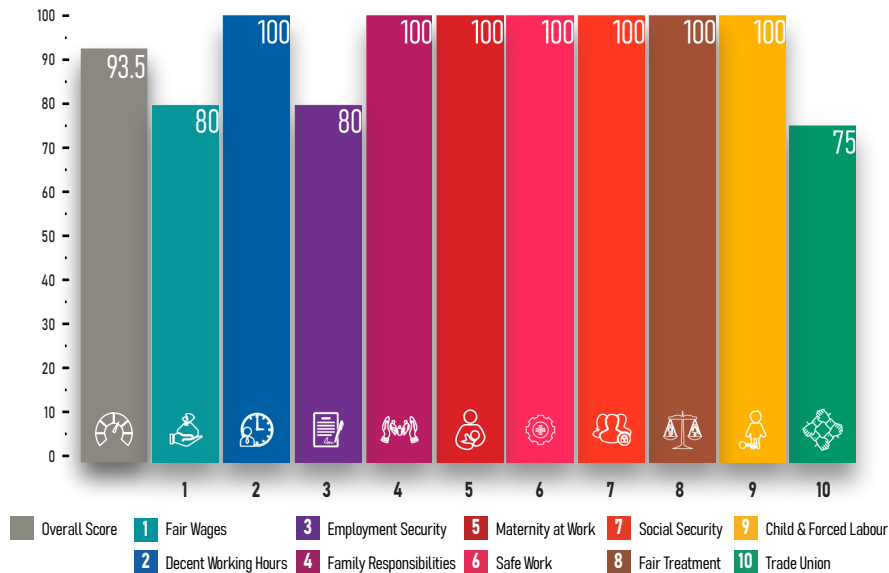
LRI RATING

## Contextual Indicators



Sources: World Bank  
International Labour Organization  
WageIndicator Minimum Wages and Living Wages Database  
M = Million

## Legislative Performance Indicators



## Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Hungary's overall score is 93.5 out of 100. The overall score for Hungary is higher than the regional average observed across Eastern Europe (88). Within the Eastern European region, the highest score is observed for Greece (96).

<sup>1</sup> Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

<sup>2</sup> Share of informal employment in total employment (%), as measured under SDG 8.3.1

<sup>3</sup> Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

<sup>4</sup> Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

<sup>5</sup> The female labour force is shown in absolute number along with the female labour force participation rate

<sup>6</sup> Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

<sup>7</sup> Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

# LABOUR RIGHTS INDEX 2022

	Question <sup>9</sup>	Answer	Legal Basis	Trend <sup>12</sup>
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§153 of Labour Code 2012; §3 & 7 of the Labour Inspection Act 1996	●
	Does the law require regular payment of wages?	Yes	§136-165 of Labour Code 2012	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§143 of Labour Code 2012	●
	Does the law require additional compensation for working on a weekly rest day?	No	§140 of Labour Code 2012	●
2. Decent Working Hours	Does the law require additional compensation for night work?	Yes	§89, 113 & 142 of Labour Code 2012	●
	Does the law stipulate general working hours as 48 hours or lower?	Yes	§92, 97, 99, 107-109 & 143 of Labour Code 2012	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§109 of Labour Code 2012	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§102 of Labour Code 2012	●
	Does the law require paid public holidays?	Yes	§102 of Labour Code 2012	●
3. Employment Security	Does the law require at least three working weeks of paid annual leave?	Yes	§116-123 of Labour Code 2012	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	§42-46 of Labour Code 2012	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§192 of Labour Code 2012	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§45 & 50 of Labour Code 2012	●
	Does the law require a 30-day notice before contract termination?	Yes	§63-78 of Labour Code 2012	●
4. Family Responsibilities	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§77 of Labour Code 2012	●
	Does the law require parental leave for parents?	Yes	§128 & 130 of Labour Code 2012	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§118 of Labour Code 2012; Government Regulation 351/2014. (XII. 29)	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	§34(3) of the Labour Code 2012	●
5. Maternity at Work	Does the law require paid nursing breaks?	Yes	§55(1e) and 146(3) of Labour Code 2012	●
	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§8 & 21 of the Act on Equal Treatment and the Promotion of Equal Opportunities, 2003	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§18, 40, 42 & 48.1-3 of Compulsory Health Insurance Act No. 83 of 1997	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§18, 40, 42 & 48.1-3 of Compulsory Health Insurance Act No. 83 of 1997	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§18, 40, 42 & 48.1-3 of Compulsory Health Insurance Act No. 83 of 1997	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§65(3) of Labour Code 2012	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§42, 44, 47, 54 & 60-61 of Act No. 93 of 1993 concerning Occupational Safety and Health	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§55 & 60 of Act No. 93 of 1993 concerning Occupational Safety and Health	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§53 & 60 of Labour Code 2012	●
	Does the law provide for employment injury benefit?	Yes	Act No. 83 on Compulsory Health Insurance Benefits 1997; MISSOC Comp. Table for Hungary	●
	Does the law provide for an old age pension?	Yes	Act No. 80 of 1997 on persons entitled to social security benefits and private pensions, Act No. 81 of 1997 on social insurance pensions	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	Act No. 80 of 1997 on persons entitled to social security benefits and private pensions, Act No. 81 of 1997 on social insurance pensions	●
	Does the law provide for unemployment benefit?	Yes	Act No.4 of 1991 on Promoting Employment and Providing for the Unemployed	●
	Does the law require paid sick leave for the first 6 months of sickness?	Yes	§43-49 of Act No. 83 on Compulsory Health Insurance Benefits 1997; 126 & 146 of Labour Code 2012	●
	Does the law provide for invalidity benefit?	Yes	Act No. 80 of 1997 on persons entitled to social security benefits and private pensions, Act No. 81 of 1997 on social insurance pensions	●
	Does the law require equal remuneration for work of equal value?	Yes	§21 of the Equality Act 2003; §12 of Labour Code 2012	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	Yes	§8 & 10 of the Law on Equal Treatment and Promotion of Equal Opportunities 2003; §176 of Criminal Code 1978	●
	Does the law prohibit discrimination in employment matters? <sup>10</sup>	Yes	§8 of the 2003 Act of Equal Treatment and Promotion of Equal Opportunities; §12 of Labour Code 2012	●
	Does the law allow women to do the same jobs as men?	Yes	No restrictive legal provisions could be located	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Act No. 80 of 1997; Act No. 81 of 1997 on social insurance pensions; MISSOC Comp. Table for Hungary	●
	Does the law prohibit employment of children?	Yes	§34 of Labour Code 2012	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	§34 of Labour Code 2012; §6 of Public Education Act, 1993	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§114 & 119 of Labour Code, 2012	●
	Does the law prohibit forced labour?	Yes	§175 B of Criminal Code, 1978	●
	Does the law allow workers to form and join unions of their own choice?	Yes	§231 & 271(3) of Labour Code 2012; §228-A of the Criminal Code 1978	●
10. Trade Union	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§XVII, Constitution of Hungary, 2011; §276-284, Labour Code 2012	●
	Does the law provide for the right to strike?	No	Strike Law 1989; Passenger Transport Services Act 2012; CEACR, C87, Obs. 2021	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	§6 of the Strike Law 1989	●

## Covid 19 and Labour Market in Hungary\*

Total Covid Cases	1.94 Million
Total Covid Deaths	46,696
Partial Vaccinated	66.0%
Fully Vaccinated	63.0%

Wage Subsidies	●
Social Security Contributions (deferrals/waivers)	●
Paid Sick Leave	●
Add. Unemployment Benefits	●

Protection from Dismissals	●
Telework/flexible work	●
Improved Health Access	●
Training (activation measures)	●

<sup>9</sup> The Index has 10 indicators and 46 evaluation criteria or questions.

<sup>10</sup> The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

<sup>11</sup> A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Hungary on SDG 8.8.2 is 0.72 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CHRHP) to measure a country's compliance on the Trade Union indicator.

<sup>12</sup> In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change