

Amendments to the Labour Code

A new set of laws issued in June 2016 governing the 2017 Central Budget made amendments to Act No. I of 2012 on the Labour Code (Mt.).

As for the prohibition to fire employees during pregnancy and fertility treatments (or as called “treatments aiming at human reproduction” by the law), it is now possible for the employer to withdraw the dismissal unilaterally in writing if notified on such circumstances after the notice has been communicated. Withdrawal is possible within 15 days upon notification by the employee.

The rules governing mandatory leisure and relaxation time between work shifts also changed. In some cases defined by the Labour Code the daily mandatory leisure and relaxation time can be shorter than 11 hours, however, in such cases the aggregate mandatory leisure and relaxation time for two consecutive working days shall remain at 22 hours.

The following rule previously applicable to employees working in stand-by jobs got deleted: if regular working time are scheduled for Sunday, the same cannot be imposed for the day before (i.e. Saturday). Additional amendments are made to the rules governing employment contracts of executive employees and employees employed in Hungary by foreign employers.

Majority of the amendments entered into force on 18 June 2016, except for the mandatory leisure and relaxation time rules, which will enter into force on 1 January 2017.