

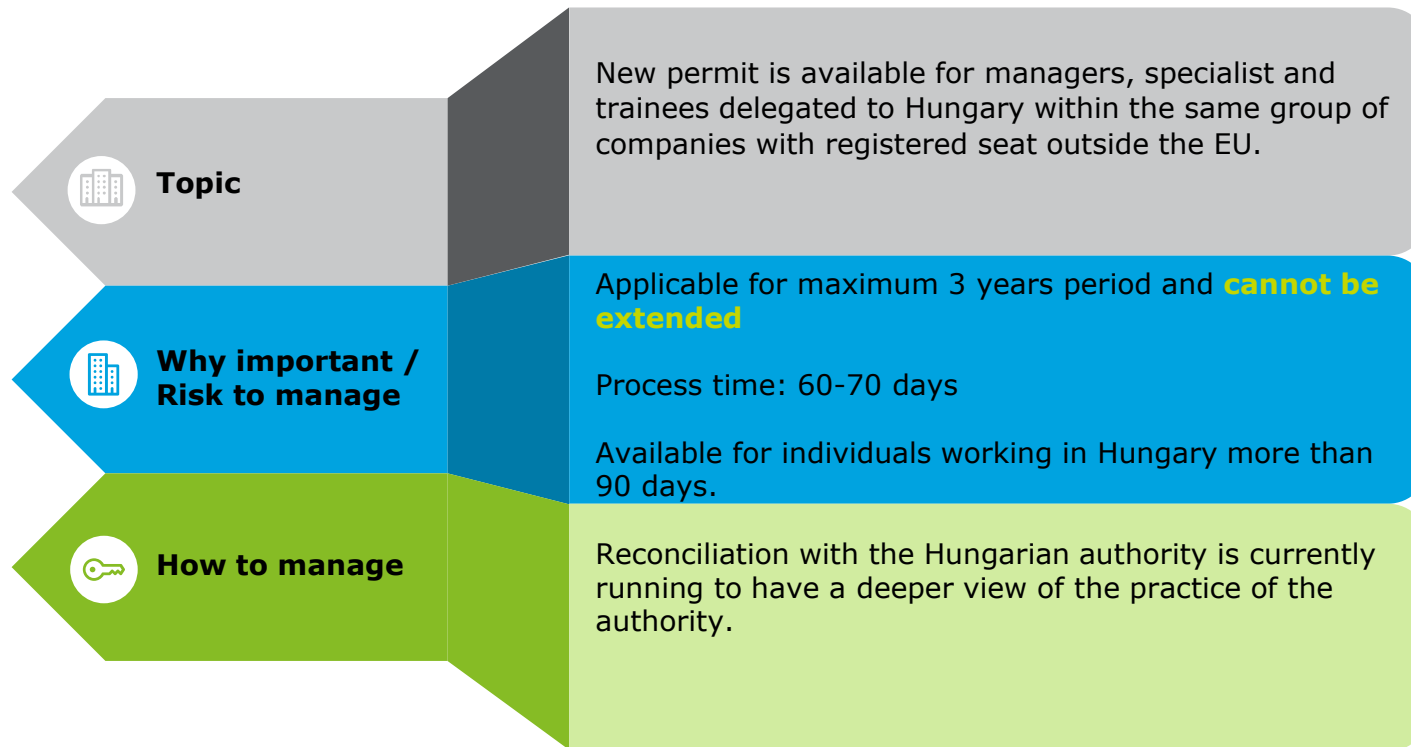
Deloitte.



**Immigration ICT visa, Social
Security**

Working in Hungary

Intra-Corporate Transferee Permit - New immigration process



Posting

Amended Labour Code and EU's directive (2015/67/EU)

As of 8 July 2016

- The new rules introduced in 297 § of the Labor Code impose significant additional administration on Hungarian companies employing foreign expatriates.

Protection of the expatriates - Basic condition of the EU's directive

- Such as minimum wage level, compliance with the maximum working hours, ensurance of the annual paid leave, application of health and safety rules at a workplace

Reporting

- The amendment aims to provide the competent authorities supervising the movement of workers in the EEA with up-to-date information.
- On the first Hungarian working day at the latest.
- Through the special online platform of the authority.

Posting

Obligations for the entities

Hungarian entity

Retention of the documents

Verification of the paid social security contribution obligations

Foreign entity

Designation of the contacting person

Ensuring the employees registration in Hungary

Certificate of coverage

5+1 years

Expiration of CoC

- After the 6th years the CoC cannot be extended, Hungarian social security contributions may arise

Hungarian social security contributions

Employer's part



- 22% social tax (20 % as of 2018)
- 1.5% training contribution

Employee's part



- 10% pension insurance
- 7% health insurance
- 1.5% labour market contribution

Pension

Periods of service are added together

Working in Hungary

General immigration requirements

As a basic rule, the non EU/EEA nationals can work in Hungary in possession of Work Permit, unless prescribed otherwise in the Foreign National Act.

- Over 90 days intended stay in Hungary **a Single Permit** (combined Work and Residence Permit) must be obtained by the applicant at the Hungarian Consulate under one single process.
- If the work period does not exceed the 90 days, it is the Hungarian host company's obligation to obtain a **simplified Work Permit** from the local Labor Office.
- Host company can recruit a non EU/EEA citizen only if there is no suitable local vacant for the position on the labor market within 10 days after the **Work Force Demand** is filed with Labor Office.

Working in Hungary

Permit types for work and gainful activity

Short term <
90 days

Schengen business visa (for visa nationals)

No working activity is allowed but only attending client meetings, negotiations, trainings, exhibitions.

Schengen working visa

Simplified Work Permit & Schengen visa (for visa nationals) is required.

Long term
> 90 days

Single Permit

- Combined work and residence permit in one document
- Applicable for 2 years and extendable at each time
- Process time: 60-70 days
- Available both for local hires or assignees

Intra-Corporate Transferee Permit

- Available for managers, specialist and trainees delegated to Hungary within the same group of companies with registered seat outside the EU.
- Applicable for maximum 3 years period and cannot be extended
- Process time: 60-70 days

EU-Blue Card

- Issued for highly skilled workers after 18 months of lawful stay in an EU member state.