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## Hungary: Working time flexibility

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Hungary

Phase:

Management

Type:

Working time flexibility

Last modified: 18 June, 2021

Native name:

2012. évi I. törvény a Munka Törvénykönyvéről

English name:

Act I of 2012 on the Labour Code

### Article

48, sections 93 and 94

### Description

Working time flexibility is primarily ensured through implementing and allocating cumulative working time (or working time banking) when the actual working time schedule can be adjusted to the labour force requirement of companies/institutions.

If working time banking is applied, the maximum working hours (without overtime) within the banking period shall be calculated on the basis of the standard daily working time (eight hours) and standard work patterns (five working days a week). Public holidays falling on working days according to the standard work patterns as well as the duration of absence (for example due to training provided by the employer, compulsory health check, breast feeding, etc.) should not be taken into account. As regards the actual working time arrangement within the banking period, the employer should ensure that daily working time is not shorter than four hours, and not longer than 12 hours, including overtime.

When working time is defined within the framework of working time banking, the beginning and ending date shall be specified in writing and made public by the employer.

The maximum duration of working time banking is four months/16 weeks.

The maximum duration of working time banking is six months/26 weeks in the case of employees:

- working in continuous shifts;
- working in shifts;
- employed for seasonal work;
- working in stand-by jobs; and
- in special jobs at aviation; road transport; carriers and traffic control; and harbours.

The maximum duration of working time banking if justified by technical reasons or reasons related to work organisation and if there is a collective agreement in place is 36 months.

### Comments

Collective agreements can derogate from the above time banking to the extent stipulated by law. The maximum duration of working time banking that could be set by the collective agreement is 36 months if justified by technical reasons or reasons related to work organisation. Having the collective agreement terminated shall not affect work within the framework of working time banking in progress.

#### Cost covered by

Employer

#### Involved actors other than national government

Employer organisation

Trade union

### Thresholds

No, applicable in all circumstances

### Sources

- 📖 Clauwaert, S. and Schömann, I. (2013), The crisis and national labour law reforms: a mapping exercise. Country report: Hungary, ETUI Working Paper, European Trade Union Institute, Brussels.
- 📖 2012. évi I. törvény a munka törvénykönyvéről
- 📖 Act I of 2012 on the Labour Code

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