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European Monitoring Centre on Change

## Hungary: Definition of collective dismissal

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Hungary

Phase:

Management

Type:

Definition of collective dismissal

Last modified: 23 April, 2019

Native name: 2012. évi I. törvény a Munka Törvénykönyvéről  
English name: Act I of 2012 on the Labor Code

### Article

40 Section 71 (1)

### Description

Collective redundancy refers to a situation in which an employer, based on the average statistical workforce for the preceding six-month period, intends to terminate the employment relationship according to the following criteria:

- at least 10 workers, when employing more than 20 and fewer than 100 employees;
- 10% of the employees, when employing between 100 and 299 employees; and
- at least 30 workers, when employing 300 or more employees

within a period of 30 days, for reasons in connection with its operations (such as, for instance, a reorganisation, a layoff, or a termination of an organisational unit).

### Comments

The provisions on collective redundancies shall not apply to the crews of sea-going vessels.

#### Cost covered by

Not applicable

#### Involved actors other than national government

National government only

#### Thresholds

Company size by number of employees:

21

Number of affected employees:

10

#### Sources

- 2012. évi I. törvény a munka törvénykönyvéről
- Law I of 2012 on the Labour Code

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