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HUNGARIAN LABOR CODE INCREASES MAXIMUM OVERTIME HOURS

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Controversial [changes \(Hungarian\)](#) to Hungary's labor code have increased the number of overtime hours that employees can work. The changes — which took effect 1 Jan 2019 — aim to mitigate labor shortages and include the following:

- The annual maximum overtime is increased to 400 hours. The old law allowed up to 300 hours per year for employees covered by a collective bargaining agreement and 250 overtime hours for other employees. At the end of each calendar year, employees can terminate their agreement to work additional overtime hours up to the 400-hour maximum.
- Employers and trade unions may agree under collective bargaining agreements to increase to 36 months (up from 12) the reference period for calculating employees' available working time
- Employers may defer payment for overtime work up to 36 months.

RELATED RESOURCES

- [Act on Organization of Working Time](#) (Hungarian) (Hungarian Gazette, 20 Dec 2019)

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