

Hungary

Definition of collective dismissal

Phase	Act I of 2012 on the Labour Code
Native name	2012. évi I. törvény a Munka Törvénykönyvéről
Type	Definition of collective dismissal
Added to database	08 May 2015
Access online	Click here to access online

Article

Chapter 40 Article 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).

Commentary

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

Additional metadata

Cost covered by	Not available
------------------------	---------------

Involved actors other than national government	National government
Involvement (others)	None
Thresholds	Affected employees: 10 Company size: 21 Additional information: No, applicable in all circumstances

Sources

- [2012. évi I. törvény a munka törvénykönyvéről](#)~~~

Citation

Eurofound (2015), Hungary: Definition of collective dismissal, Restructuring legislation database, Dublin