

Country Guide > Hungary

Cost of Living

Indicative value for a working adult in a city: Budapest

Publicly available data (Numbeo, etc..), verified by Marco's in-country staff

Living Requirement	Indicative Amount (HUF)
McDonalds Set Meal	3,000
Monthly Train and Bus Tickets	9,450
3 Bedrooms Rental (City Center)	413,760
3 Bedrooms Rental (Outskirt)	315,300

Current Inflation Rate: 4.6%

Wage

Minimum Wages:

Minimal wage: 290,800 HUF per month

Guaranteed wage: 348,800 HUF per month - In case of full-time staff hired for jobs requiring secondary school qualifications or secondary vocational qualifications

Median Salary

Estimated based on general positions such as HR, Accounting, Admin roles, in tier one cities.

Job Level	Monthly Salary (HUF)
Entry-Level (Fresh Graduate)	400,000
Mid-Level (5 Years)	500,000
Experienced & Managerial Level (10 Years)	700,000
Specialized & Senior-Level (15 Years)	1,000,000

Annual Salary Growth: 14.2%

Statutory Contribution

All contributions are paid by the employer to the NAV: 12th day of following month

Type	Employer Rates	Employee Rates	Notes
Social Contribution	13%	-	All staff
Pension Fund	-	10%	All Staff
Unemployment Fund	-	1.50%	All staff
Health Care	-	7%	All staff
Rehabilitation Contribution	964,500 HUF/missing person	-	In the case of an organization employing 25 people, and the number of employees with disabilities does not reach 5% Paid for the number of disabled employees missing in the 5% limit

Other Benefit

Other common employment benefits in Hungary include:

- Supplementary health insurance: Around 15,000 HUF per month
- SZÉP Card
This card can be used for:
 - Meals, holiday accommodation, cultural activities - HUF 450,000 per year
 - Sport activities - HUF 10,000 per month, or HUF 120,000 per year
 - Home renovation - up to 50% of the funds available on the SZÉP Card may be spent on home renovation.

Income Tax

Residents

Flat rate - 15%

Non-Residents

- Depends on the double taxation agreement between countries. Typically, only income originating in Hungary is taxed - 15%
- A tax resident is an individual who meets one of following criteria:
 - Residence in Hungary for at least 183 days in a calendar year
 - Have their centre of life interests in Hungary

Working Hours

Statutory

40 hours

8 hours a day, 5 days a week

Typical practice

40 hours

Monday - Friday

Overtime

There is a limit of total 250 overtime hours per calendar year

- 150% of basic salary rate on normal working day
- 200% of basic salary rate on weekends and public holidays

Employment Contract

Fixed-Term

Used for staff shortages, replacing staff and high demand for services

Contract Format	Payroll Currency	Probation	Contract Period
Written, possible use of qualified electronic signature	HUF	Maximum 3 months	Maximum 5 years and can be renewed once

Termination

- In Hungary the termination process adheres to the following rules:

	Voluntary Resignation	Involuntary Termination	Economic Layoff
Notice Period - Probation	- No notice during probation	- No notice during probation	- No notice during probation
Notice Period - Regular	- 30 days notice	<p>- Employer can terminate a fixed-term contract in writing with immediate effect, without any justification and at any time. However, in such a case, it must pay the employee's salary for the remaining period of employment (but for a maximum of 12 months)</p> <p>- 0-3 years' service - 30 days</p> <p>- 3-5 years' service- 35 days</p>	<p>- 0-3 years' service - 30 days</p> <p>- 3-5 years' service- 35 days</p>
Severance Pay	-	<p>- 3 years' service - 1 month salary</p> <p>- 5 years' service - 2 months salary</p>	<p>- 3 years' service - 1 month salary</p> <p>- 5 years' service - 2 months salary</p>

Permanent

Contract Format	Payroll Currency	Probation	Contract Period
Written, possible use of qualified electronic signature	HUF	Maximum 3 months	

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Notice Period - Regular	- 30 days notice	- 0-3 years' service - 30 days - 3-5 years' service- 35 days - 5 - 8 years' service - 45 days - 8 - 10 years' service - 50 days - 10 - 15 years' service - 55 days< - 15 - 18 years' service - 60 days - 18 - 20 years' service - 70 days - above 20 years' service - 90 days	- 0-3 years' service - 30 days - 3-5 years' service- 35 days - 5 - 8 years' service - 45 days - 8 - 10 years' service - 50 days - 10 - 15 years' service - 55 days< - 15 - 18 years' service - 60 days - 18 - 20 years' service - 70 days - above 20 years' service - 90 days
Severance Pay	-	- 3 years' service - 1 month salary - 5 years' service - 2 months salary - 10 years' service- 3 months salary - 15 years' service- 4 months salary - 20 years' service - 5 months salary - 25 years' service - 6 months salary	- 3 years' service - 1 month salary - 5 years' service - 2 months salary - 10 years' service- 3 months salary - 15 years' service- 4 months salary - 20 years' service - 5 months salary - 25 years' service - 6 months salary

2025 Public Holiday

Date	Name
01 Jan	New Year's Day
15 Mar	1848 Revolution Memorial Day
18 Apr	Good Friday
21 Apr	Easter Monday
01 May	Labor Day
09 Jun	Whit Monday
20 Aug	Hungary National Day
23 Oct	1956 Revolution Memorial Day
01 Nov	All Saint's Day
25 Dec - 26 Dec	Christmas Day

Leave

Leave Type	Entitlement	Notes
Annual Leave	<ul style="list-style-type: none"> - 20 working days - up to 25 years old - 21 days - 25 years old - 22 days - 28 years old - 23 days - 31 years old - 24 days - 33 years old - 25 days - 35 years old - 26 days - 37 years old - 27 days - 39 years old - 28 days - 41 years old - 29 days - 43 years old - 30 days - 45+ years old If finished one year service, 30 calendar days per year 	All Staff under 25-increasing by 1 working day in specific age categories
Sick Leave	Up to 1 year	All staff employed and covered by social security For first 15 days paid by employer - 70% salary From day 16 paid by government - 50%-60% salary
Maternity Leave	26 consecutive weeks	Expectant mothers or staff legally granted as guardians through court judgments Paid by government - 70% salary
Parental Leave	44 working days	All staff with 1 years' continuous service and children up to the age of 3 Paid by government - 70% salary

Paternity Leave	10 working days	Expectant fathers for the birth of a child including death and stillborn children First 5 days paid by employer - 100% From day 6 paid by government - 40% salary
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