

Changes regarding employment with a residence permit for guest workers and residence permit for the purpose of employment

We inform our esteemed clients that in the Hungarian Official Journal No. 135 of 2024, published on 23 December 2024, the Government Decree 450/2024 (XII. 23.) on the employment of guest workers in Hungary (hereinafter: Government Decree) was published. **The Government Decree will come into force on 1 January 2025.**

I.

1.) From 1 January 2025 – taking into account the exceptions listed in point II – the following countries' citizens can be employed in Hungary with a residence permit for the purpose of employment and a residence permit for guest workers listed in Appendix 1 of the Government Decree:

- Georgia
- Armenia

2.) According to the Government Decree, citizens of other third countries can also be employed in Hungary with residence permit for the purpose of employment and a residence permit for guest workers, if their country has an organization or office in Hungary officially recognised by that country which commits to ensuring compliance with Hungarian national and European Union legislation on the admission and residence of third-country nationals and in case of non-compliance, its national leaves the territory of Hungary and returns to the certain country. The Minister responsible for foreign policy will publish these countries in a Communication included in the Official Bulletin, annexed to the Hungarian Official Journal.

II. Different provisions applicable for procedures started before 1 January 2025, for residence permits for guest workers and residence permits for the purpose of employment

1. In case of residence permits for guest workers, Appendix 1 of Government Decree 180/2024 (VII. 8.) in force until 31 December 2024, shall apply (regarding citizens of the Philippines, the Republic of Indonesia, the Republic of Kazakhstan, Mongolia, the Socialist Republic of Vietnam, the Federative Republic of Brazil, Georgia, the Kyrgyz Republic, the Bolivarian Republic of Venezuela, and the Republic of Colombia):

a) Applications for the issuance of a residence permit for guest workers submitted before 1 January 2025, by third-country nationals who have a valid residence permit for the purpose of employment (munkavállalás célú tartózkodási engedély) issued under Act II of 2007 on the Admission and Right of Residence of Third-Country Nationals (hereinafter referred to as Act II of 2007);

b) Applications for the issuance and extension of a residence permit for guest workers submitted before 1 January 2025, by third-country nationals who have a valid guest worker residence permit as of 31 December 2024; and

c) Applications for the issuance of a residence permit for guest workers that are in process as of 31 December 2024.

2. **In case of applications for the issuance of residence permits for the purpose of employment (foglalkoztatási célú tartózkodási engedély), Government Decree 450/2024 (XII. 23.) shall not apply to:**

a) Applications for the issuance of a residence permit for the purpose of employment (foglalkoztatási célú tartózkodási engedély) submitted after 1 January 2025, by third-country nationals with a valid residence permit for the purpose of employment (munkavállalási célú tartózkodási engedély) as of 31 December 2024, issued under Act II of 2007;

b) Applications for the extension of residence permits for the purpose of employment (foglalkoztatási célú tartózkodási engedély) submitted after 1 January 2025, by third-country nationals with a valid residence permit for the purpose of employment (foglalkoztatási célú tartózkodási engedély) as of 31 December 2024; and to the applications to a new issuance of the above mentioned residence permit; furthermore

c) Applications for the issuance of residence permits for the purpose of employment (foglalkoztatási célú tartózkodási engedély) that are in process as of 31 December 2024.

Please note that an application initiated through the electronic platform for immigration cases (EnterHungary) for a residence permits for guest workers or a residence permit for the purpose of employment shall be considered ongoing if the procedural fee is paid by 31 December 2024, at the latest.

Additionally, we inform you that applications for residence permits for the purpose of employment submitted to and received by the consular officer by 31 December 2024, should be considered ongoing.

III. We inform our esteemed clients that the abovementioned changes do not affect procedures for investment-based or seasonal employment-based residence permits.