

**The integration of applicants for international protection in the
labour market**

HUNGARY

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The European Migration Network (EMN) is co-ordinated by the European Commission with National Contact Points (EMN NCPs) established in each EU Member State plus Norway.

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National contribution from Hungary

Disclaimer: The following information has been provided primarily for the purpose of contributing to this EMN Study. The EMN NCP has provided information that is, to the best of its knowledge, up-to-date, objective and reliable within the context and confines of this study. The information may thus not provide a complete description and may not represent the entirety of the official policy of the EMN NCPs' Member State.

1.1.1.1 Top-line factsheet

In recent years, the number of applicants in Hungary has fallen sharply, making the integration of asylum seekers into the labour market less of an issue. While in 2017, there were 3115 first time applications in Hungary, their number decreased to 635 in 2018, to 465 in 2019, to 90 in 2020 and to 40 in 2021. The majority of applications were lodged by minors.

Applicants can access the Hungarian labour market according to the general rules for foreigners 9 months after their application is submitted. Before that time period, applicants can be employed within the territory of the reception facility or in a workplace determined by the public employment services.

Due to the small number of applications, the employment of applicants in Hungary has limited relevance and practice, and it is not a priority. No good practices or challenges were identified by the relevant Hungarian authorities. Currently there is no public or policy debate on the issue.

There are special measures, at the same time, for the labour market integration of beneficiaries of temporary protection fleeing from Ukraine.

The integration of applicants for international protection in the labour market**1.1.1.2 Section 1: Integration of applicants for international protection - data and debates**

Q1. Please provide an overview of the main trends (number of applications for international protection, age, sex, citizenship) in international protection applicants in your country in the period January 2017-June 2022 as extracted from Eurostat and included in the statistical Annex.

While in 2017, there were 3115 first time applications in Hungary, their number decreased to 635 in 2018, to 465 in 2019, to 90 in 2020 and to 40 in 2021.

Most of the applications belonged to males during the time period: they made up 60% of the first time applications in 2017 and 2018, 57% in 2019, 61% in 2020 and 50% in 2021.

Between 2017 and 2021, the majority (51%) of the applications were lodged by minors.

The most of the applications belonged to Afghan, Iraqi and Syrian citizens.

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Q2. Is the labour market situation¹ of international protection applicants monitored with official data (gathered by the authorities and reliable)? If so, please provide an overview in terms of indicators that are used in your country, focus on specific groups, data collection intervals etc.

No

Q3. Are statistics available on applications/grants/refusals of the applications to access the labour market/self-employment as well as the employment rates of applicants for international protection? Yes/**No**

If yes, then please provide the totals per year in the period 2017-2022.

Q4. What are the main public and policy debates regarding applicants for international protection's labour market integration (e.g. time frame for access, opportunities and challenges)?

There are no public and policy debate on the issue.

1.1.1.3 Section 2: Integration policies in the EMN Member States and Observer Countries

This part of the study describes the Member State's organisational approach towards labour-market integration policy and analyses how applicants of international protection are addressed in national labour market integration policies for third-country nationals.

Q5. Does your state have a specific policy/ strategy to support the labour market integration of third-country nationals? Yes/**No**^{2 3}

- a. if yes, does it encompass applicants of international protection? Yes/No
 - i. if yes, please provide a brief outline of the strategy / policy in place in your country to integrate applicants of international protection into the labour market.
 - ii. if no, please answer question 5b below

¹ For example: participation rates/unemployment rates of applicants for international protection.

² Please note that measures aimed at supporting labour market integration of applicants are discussed in section 4.

³ Please note that regional/local level strategies/policies should be reported only if national is not available.

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- b. if no, how is the labour market integration of applicants for international protection addressed? Is there a mainstreaming labour market integration approach applicable? Yes/**No**
 - i. if no, please provide a reason, if available, and describe briefly how international protection applicants are treated in practice with regard to labour market integration.

Labour market integration of asylum applicants is not a priority for Hungary.

The third-country nationals who are under international protection can enter a job under the same conditions than Hungarian citizens.

Special support is be given to employers who employ Ukrainian citizens fleeing the war in Ukraine. The allowance must be used by the employer to cover the worker's housing and travel expenses. The amount of the allowance per employee is 50% of the employee's monthly housing and travel costs, which may not exceed the maximum amount of HUF 60 000 per employee and HUF 12 000 per child for minor children living in the same household. If both parents of the minor child are employees of the same employer, the employer is entitled to the allowance for the minor child only in the case of one working parent. The part of the housing and travel costs not covered by the allowance is shared 50/50 between the employer and the employee.

- Q6. Have there been any major changes in the strategy/policy to support the labour market integration of third-country nationals within the temporal scope of the study (January 2017 – June 2022)? Yes/**No**
- a. If yes, please explain briefly the content, including what was the driver and objective for these changes?

- Q7. Are specific governance structures in place to support the labour market integration of international protection applicants? If yes, please provide an organigram or overview of the institutional framework for developing and implementing relevant strategy/policies/measures on the labour market integration of applicants for international protection.
- a. describe the key stakeholders and their role (government departments, public authorities, trade unions, employers' associations, NGOs, others?)
 - b. indicate the responsibilities of the different key actors, noting whether their role is specific to international protection applicants or more general.

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Include national / regional /local structures where relevant.

Applicants can undertake employment inside the premises of the reception center or at a work place provided by the public employer within the period of nine months from the date of submission of the application for asylum. General rules applicable to aliens apply thereafter.

Legal basis: Act LXXX of 2007 on Asylum, Section 5, first paragraph, point c).

1.1.1.4 Section 3: Accessing the labour market (employment and self-employment)

This part of the study describes how applicants of international protection can access the Member States' and Observer Countries' labour markets as well as enter self-employment.

Section 3.1. Procedures for accessing the labour market

Q8. Please describe the procedure required to enter the labour market/self-employment for an applicant for international protection in your state.

- a. Does your state regulate differently access to employment or self-employment?
- b. Please provide in your response an overview of the applicable legal framework and make a clear distinction between what is prescribed in laws, policy documents and practice.

Applicants can undertake employment inside the premises of the reception center or at a work place provided by the public employer within the period of nine months from the date of submission of the application for asylum. General rules applicable to aliens apply thereafter. An applicant for international protection is not entitled to self-employment.

Section 3.1.1. Employment (If the access is regulated differently for employment and self-employment)

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Q9. What is the minimum period from lodging an application for international protection after which an applicant has access to the labour market?⁴

9 months

Q10. Please describe the reasoning related to the minimum period of accessing the labour market and conditions of access to the labour market/self-employment.

Labour market integration of asylum applicants is not a priority. The provisions are in line with the Reception Conditions Directive.

Q11. Is the right to access the labour market automatic after a specified period?
Yes/No

Q12. What kind of documents are necessary in order to access the labour market?⁵

As a general rule for foreigners, a work permit is needed for legal employment. The work permit can be applied for via the competent Government Office.

The application for a work permit can be downloaded at the following page: (http://nfsz.munka.hu/engine.aspx?page=nfsz_nyomtatvanyok)

The time limit for the authorisation is 10 days.

This authorisation is initiated by the employer at the Government Office, and at the same time (or not earlier than 60 days before) the labour need for the same workforce needs to be submitted.

If the asylum authority finally rejects the asylum application, the work permit becomes ineffective.

⁴ According to the Reception Conditions Directive Recast (2013/33/EU) article 15(1) Member States shall ensure that applicants have access to the labour market no later than 9 months from the date when the application for international protection was lodged if a first instance decision by the competent authority has not been taken and the delay cannot be attributed to the applicant.

⁵ According to Reception Conditions Directive Recast (2013/33/EU) article 6, Member States shall ensure applicants have a document that proves they are applicant.

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In its application, the employer needs to specify the exact position in which it intends to employ that third country national.

The Government Office examines whether the foreigner can take up that position. This includes the examination whether the Employment Agency of the Government Office is capable of sending a suitable Hungarian or EEA citizen to that position. Where no circumstance excludes the employment of the foreigner, the Government Office grant the authorisation.

Q13. Is a work permit or another type of administrative application/decision necessary for accessing the labour market? **Yes/No**

See above

- a. if yes, please specify:
 - i. who is required to submit the application, the applicant/employer/jointly by both?
 - ii. which authority is responsible for granting access to the labour market?
 - iii. what are the criteria for obtaining the work permit?
 - iv. what is the average duration of the procedure to grant access to the labour market? If applicable, please also add any official time limits according to law/policy.

Section 3.1.2. Self-employment (if the access is regulated differently for employment and self-employment)

Q14. Is self-employment of international protection applicants permitted in your state? **Yes/No**

- a. if yes:
 - i. what is the minimum period from lodging an international protection application after which an applicant has access to self-employment?
 - ii. which authority is responsible for granting access to self-employment?

Section 3.2. Conditions and limitations in accessing the labour market

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Please provide a reference to the legal base (where relevant, linking it to what is described in Q8, if applicable, and make a clear distinction between what is prescribed in laws, policy guidance and practice).

The legal basis for employment is provided by the humanitarian residence permit issued for the applicant (Section 29 of Act II of 2007 on the Entry and Stay of Third-Country Nationals), which is dependent on the outcome of the asylum procedure. The maximum validity of the permit is 6 months which may be renewed when the procedure requires.

On the basis of the humanitarian residence permit, applicants have access to the labour market 9 months after their application is submitted. Work permit is necessary for access.

Q15. If applicable, please describe the period of validity and conditions of the authorisation to access the labour market/self-employment.

The validity of the work permit is 1 year and can be renewed. If the asylum authority finally rejects the asylum application, the work permit becomes ineffective.

Q16. Is the authorisation limited to certain employment sectors or occupations? In other words, are applicants for international protection excluded from some labour market sectors or from certain occupations? Yes/**No**.

There are no special exclusions for asylum applicants. General rules for foreigners apply (for example, Hungarian citizenship is necessary for certain professions in the national administration).

Q17. Is employment restricted to a single employer?

No

Q18. If applicable, please describe the conditions and procedures of the renewal of the authorisation to access the labour market. Are they the same for all employment sectors and occupations?

The same procedure applies to the renewal of the work permit as well, concerning all sectors.

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- Q19. Does your Member State give priority to EU and EEA citizens (Art. 15/2 clause 2 of the Reception Conditions Directive Recast (2013/33/EU)) and to other legally resident third-country nationals in accessing the labour market? **Yes/No**
- a. if yes, please specify how priority is given in law/policy and in practice (labour market test, minimum share of employment by EU/EEA nationals, occupations lists etc.)?

labour market test is applied

- Q20. Are there any other limitations in place, either in law or in specific measures relating to applicants of international protection for accessing labour market / self-employment?

Applicants can undertake employment inside the premises of the reception center or at a work place provided by the public employer within the period of nine months from the date of submission of the application for asylum. General rules applicable to aliens apply thereafter.

1.1.1.5 Section 4: Support measures to enhance labour market integration and self-employment

This part of the study looks at examples of labour market integration measures targeting applicants of international protection.

Please indicate (where applicable) in the table below the main policy or legislative measures,⁶ and their rationale and aims, that make up your policy / strategy (according to answer to Q5 above) to support the labour market integration/self-employment of applicants for international protection, by integration area. Please focus on measures that specifically aim at facilitating labour market access for the international protection applicants.

⁶ Please make sure legislative and policy actions are distinguished from each other.

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Area/component	Overview of the main measures Please describe the rationale, scope and aim under each area.	Stakeholders Please describe the stakeholders involved, where applicable at state, regional and local level (public authorities, trade unions, employers' associations, NGOs, others?)	Target group Please indicate whether the measures address applicants for international protection in general or particular categories of applicants for international protection (e.g. women or minors of working age)?
1. Language acquisition	-	NGOs	applicants in general
2. Vocational education and training (including reskilling schemes)	-	NGOs	applicants in general
3. Civic integration courses	-	-	-
4. Support for recognition of diplomas, certificates and other evidence of formal qualifications including those formal qualifications that cannot be documented (lost or destroyed in the context of existing procedures for recognition of foreign qualifications) Please note in the overview column if the procedure is a general one or specific to international protection applicants.	Education Office Hungarian Equivalence and Information Centre	-	applicants in general
5. Skill assessments to validate prior (non-accredited) learning	-	NGOs	applicants in general

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Area/component	Overview of the main measures Please describe the rationale, scope and aim under each area.	Stakeholders Please describe the stakeholders involved, where applicable at state, regional and local level (public authorities, trade unions, employers' associations, NGOs, others?)	Target group Please indicate whether the measures address applicants for international protection in general or particular categories of applicants for international protection (e.g. women or minors of working age)?
and experience			
6. Information and counselling (labour market orientation, tailored advice, other)	-	NGOs	applicants in general
7. Incentive measures for employers (e.g. tax reductions, labour matching services, recruitment support)	-	-	-
8. Support for self-employment (for example preferential taxation and social security contributions, administrative support with establishing a company etc, business plan development, other). Please note in the overview column if the support differs from the regular support to self-employment available to national population, EU citizens or other third-country nationals.	-	-	-

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Area/component	Overview of the main measures Please describe the rationale, scope and aim under each area.	Stakeholders Please describe the stakeholders involved, where applicable at state, regional and local level (public authorities, trade unions, employers' associations, NGOs, others?)	Target group Please indicate whether the measures address applicants for international protection in general or particular categories of applicants for international protection (e.g. women or minors of working age)?
9. Indirect support (e.g. childcare, transport)	<i>Support will be given to employers who employ Ukrainian citizens fleeing the war in Ukraine. The allowance must be used by the employer to cover the worker's housing and travel expenses.</i>		

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1.1.1.6 Section 5: Good practices and challenges

What integration support programmes, projects, legislative or other practical initiatives are available that specifically facilitate effective access to the labour market for applicants of international protection and have been identified by experts as a "good practice" in accordance with the definition provided in paragraph 3 "Scope of the study"? Please provide up to three examples (see the templates below and please adjust accordingly).

Hungary does not have relevant good practices in the policy area.

Q20. Are there any specific protocols, synergies between agencies/institutions to support labour market integration of international protection applicants that have been identified as good practices?

No

Q21. What kind of challenges have been identified in your country when it comes to access to the labour market by applicants for international protection? Please provide a distinction⁷ between legislative challenges and challenges in practice and specify how those challenges have been identified.

No relevant challenges were identified by the relevant Hungarian authorities. NGO's reported that applicants face difficulties in finding employers before receiving a final positive decision on their claim.

⁷ Where applicable

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1.1.1.7 Section 6: Conclusions

This part of the study compiles the main findings from sections 1-5.

Q22. Please synthesise the findings of your national report by drawing conclusions from your responses:

- a) What are the main trends with regard to the situation of international protection applicants in the context of labour market integration and what are the main debates regarding their labour market integration identified in your country (Section 1)?

Due to the small number of applications, the employment of applicants in Hungary has limited relevance and practice. No good practices or challenges were identified by the relevant Hungarian authorities. Currently there is no public or policy debate on the issue.

- b) If at all and to what extent are international protection applicants specifically addressed in national integration policies with regard labour market integration (Section 2)? What are the key characteristics of the national integration policies for promoting labour market participation for the applicants of international protection (Section 2) and how is the access to employment and self-employment for applicants of international protection regulated/supported (Section 3)

There are no special policies, as labour market interation of applicants is not a priority for Hungary.

- c) To what extent are targeted measures to support labour market participation available in your country, specifically addressing applicants for international protection (Section 4) and what has been identified as challenges as well as good practice in this area (Section 5)?

No such measures are in place.

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Annex: Eurostat statistics

Eurostat Data for each EU Member State will be extracted centrally by the Service Provider and an Excel-Sheet prepared for each country and shared with the NCPs.

The Statistical Annex consists of the following:

Annex 1.1: Eurostat data asylum and first time asylum applicants
[[MIGR_ASYAPPCTZA](#)]