

Employer's options

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graph TD; A[Employer's options] --> B[Able to provide work]; A --> C[Unable to provide work]; A --> D[Absence due to epidemic];
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Able to
provide
work

Unable to
provide work

Absence
due to
epidemic

The employer is able to provide work

Regular work

- Normal workflow and
- Ensuring normal wages

Employment subject to terms other than normal

- Teleworking (home office) and/or
- Reducing full-time work to part-time work and/or e.g. shops are open from 10:00 a.m. until 3:00 p.m.; there is a drastic decline in orders
- Defining working time within the framework of working time banking
- Implementing an irregular work schedule e.g. shops are open from 10:00 a.m. until 3:00 p.m.; there is a drastic decline in orders

If the employer is **unable** to provide work –

1

Allocation of vacation time

- The employer may allocate vacation time for the employees from the annual leave [Section 122 of the Labour Code of Hungary], even with regard to the entire year or on a pro rata temporis basis.

Downtime

- Paid downtime (base wage+wage supplements) [Section 146(1) of the Labour Code of Hungary]; e.g. the employer is unable to provide work due to circumstances within its control; or
- Downtime with agreed terms [Section 146(2) of the Labour Code of Hungary]; e.g. the employer is unable to provide work and pay the contractual wages, and the employee proposes exemption; remuneration in accordance with the agreement of the employer and the employee; or
- Unpaid downtime [Section 146(1) of the Labour Code of Hungary]; e.g. the employer is unable to provide work and pay any wages due to external circumstances beyond its control; **in such case, the employee's insurance is suspended if it exceeds 30 days; for the purposes of sick pay eligibility, his or her continuous insurance coverage period is interrupted, and he or she shall pay health care contribution—HUF 7,710/month and HUF 257/day—as of the first day**

If the employer is **unable** to provide work –

2

Termination of employment

- By mutual consent or by notice
- Entitled to benefits for 45 days after the cessation of insurance relationship (passive sick-pay) [Section 29(9) of the Act LXXXIII of 1997 on the Benefits of the Compulsory Health Insurance]
- Entitled to job-seeker's allowance

Unpaid leave

- Only upon the written request of the employee
- **in such case, the employee's insurance is suspended if it exceeds 30 days; for the purposes of sick pay eligibility, his or her continuous insurance coverage period is interrupted, and he or she shall pay health care contribution—HUF 7,710/month and HUF 257/day—as of the first day**

Absence due to epidemic

Coronavirus infection

- The institution issues a certificate for incapacity to work with a code no. 7 (if contracted at the workplace, sick pay is 100%)
Entitlement to sick pay from day one
The employer does not have to pay 1/3 of sick pay

Voluntary quarantine

- The employer may allocate vacation time for the employees from the annual leave [Section 122 of the Labour Code of Hungary], even with regard to the entire year or on a pro rata temporis basis; or
- Unpaid certified absence (insurance coverage is suspended, c.f. unpaid leave)

Mandatory quarantine imposed by authorities

- No wages, but the employee is entitled to sick pay

Absence due to epidemic with minor(s) of mandatory school age

Due to closing of schools, kindergartens

- The employer may allocate vacation time for the employees from the annual leave [Section 122 of the Labour Code of Hungary], even with regard to the entire year or on a pro rata temporis basis; or
- Unpaid certified absence [Section 55(1) point (j) of the Labour Code of Hungary] (insurance coverage is suspended, c.f. unpaid leave); or
- Home office

Child(ren) in quarantine

- Home office; or
- The employer may allocate vacation time for the employees from the annual leave [Section 122 of the Labour Code of Hungary], even with regard to the entire year or on a pro rata temporis basis; or
- Sick pay on grounds of caring for a sick child

Child(ren) infected with coronavirus

- The institution issues a certificate for incapacity to work with a code no. 7 to household member(s)
Entitlement to sick pay from day one
The employer does not have to pay 1/3 of sick pay

An additional option

- Payment of wage advance to the employee