

Shortage of Hungarian Skilled Employees? Companies Will Import Them

It may surprise many, provoking them to point disapprovingly to the unemployment ratios affecting the young employees, but the laws of business life present vast differences in terms of the labour market situation according to branches, professions and regions, the expert of Kovács Réti Szegheő Attorneys at Law pointed out. For companies suffering from workforce shortage however, the solution might be to import workers from foreign countries, dr. Loránd Kovács emphasises.

The current unemployment rate in Hungary is 10.5 per cent, in terms of the age group of young employees, it even reaches 27 per cent. Then why we need foreign workers, the question may arise to which the answer is provided by the rationale of business life.

The expert of Kovács Réti Szegheő Attorneys at Law elaborates, no far-reaching and overall conclusion should be drawn from general and nationwide data. The market position of workforce reveals vast differences according to branches, professions and of course, parts of countries or regions.

Some Areas Crave Skilled Workforce

In certain branches of Győr industrial production, there is even a workforce shortage, and often the companies, albeit serious efforts fail to find properly skilled workforce.

Furthermore, it is worthy of mentioning that according to certain estimations, over 500,000 people left Hungary to find employment abroad many of these are considered skilled workers on huge demand.

The mostly young, skilled workforce seeking employment abroad leaves a further vacuum in terms of companies operating in such branches to whom finding appropriately skilled and willing workers has proved to be challenging.

Importing Foreign Employees May Present a Solution

Dr. Loránd Kovács underlines: for companies affected by shortage of labour, a solution may be to import workers from foreign countries (be it from the surrounding EU member states or from third countries).

If the companies take advantage of this opportunity, it enables them to search for appropriate workforce on a significantly larger market, and advertise vacancies outside Hungary in order to recruit for an open position.

No Particular Administrative And Financial Implications

For foreign nationals, stay and employment in Hungary entails no particular administrative and financial burdens. For employment in Hungary, only a residence permit and in certain cases work permit shall be required. For EEC member state citizens no work permit is required, it is sufficient to register at the competitive employment agency.



Hungarian employment of third party national may be arranged in two separate procedures. The prospective foreign employee may apply for the permit required for stay in Hungary for employment purposes at the Hungarian Consular Office of the country of his origin.

To this end, a valid passport is required, furthermore, it is necessary to certify that his accommodation, subsistence and medical treatment in Hungary will be ensured for the entire stay. Simultaneously, or even previously the employer may apply for the issuance of residence permit, explains the expert of Kovács Réti Szegheő Attorneys at Law.

Employment Agency Conducts Survey

Employers – apart from certain cases – are required to submit a labour search, on the basis of which the employment agency conducts labour recruit, and surveys whether there are Hungarian or EEC national applicants for the position wished to be filled by a foreign employee.

If no such applicant is available or suitable for the employer, the employment agency examines whether the foreign national designated by the employer meets the Hungarian professional requirements necessary for the performance of the specified activity.

In the frameworks of that, the employment agency examines enclosed for the certification of the employer's education and qualification. If the employee has been deemed suitable, the employment agency issues the work permit.

Administrative deadlines

The administrative deadline for issuing the permission is usually 30 days but in certain cases it may be 15 or even 8 days. In case the work permit has been issued prior to the issuance of the residence permit, the purpose of stay and the fulfilment of other conditions the foreign employee may certify by simply referring to the existence of work permit.

The administration period of the issuance of residence permit is 21 days. At the submission of application for residence permit, the foreign national must pay 60 € while the application for work permit shall be free of procedural duty.

On the basis of the above, it is ascertainable that no significant administrative and financial burdens are entailed in case they wish to import employees for even durable employment moreover the administration deadlines are rather short in the concerned procedures, dr. Loránd Kovács concludes.