



Global Immigration alert

January 2025

Hungary

Hungary announces updates to its Guest Worker Permit regulations

Executive summary

Hungary recently announced changes to its regulations governing the issuance of Guest Worker Permits.

Key developments

On 23 December 2024, the authorities announced the following changes impacting Guest Worker Permit applicants:

- ▶ **Eligibility:** Effective 1 January 2025, new Guest Worker Permits for employment purposes are being issued only to Armenian and Georgian nationals. Previously, these permits were being issued to all eligible individuals regardless of their nationality. The authorities may expand the eligibility list later in 2025 to include nationals of countries with which Hungary or the EU has a readmission agreement, or an agreement to repatriate qualifying citizens. The Ministry of Foreign Affairs and Trade is expected to release further details in the upcoming months, including lists of countries that are covered in the two aforementioned categories.
- ▶ **Quotas:** A maximum of 35,000 permits of the following types will be issued in 2025: Guest Worker Permits, and Guest Worker Permits for employment purposes. While the authorities have not yet released details regarding the number of permits that were issued in 2024, in previous years, approximately 90,000 work permits were issued annually (including all work permit types except Guest Worker Permits, which were introduced in 2024).
- ▶ **Fees:** The application processing fees for all Guest Worker Permit categories will increase by approx. HUF 1,000 (about USD 2.5) as of 31 January 2025.

These changes will not impact individuals who:

- ▶ Hold a combined permit issued on or before 31 December 2023
- ▶ Hold a Guest Worker Permit issued on or before 31 December 2024 and apply to extend their permit
- ▶ Filed applications for a new Guest Worker Permit on or before 31 December 2024

Impact on employers

Companies seeking to sponsor Guest Worker Permits may take these changes into account and update their policies accordingly. For new hires, case assessments will be even more relevant if applicants do not have a higher education degree.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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