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**on equal treatment and the promotion of equal opportunities**

Effective: 11/05/2024 -

The Parliament

Recognizing the right of all people to live as persons of equal dignity,  
guided by its desire to ensure effective legal protection for those who suffer discrimination,  
declaring that the promotion of equal opportunities and social inclusion is primarily a state obligation,  
in view of [Basic Law II. and XV. article](#) , as well as the international obligations of the Republic and the *acquis* of European  
Community law

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constitutes the following law:

*Chapter I*

*GENERAL PROVISIONS*

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**1. §** On the basis of the requirement of equal treatment, natural persons residing in Hungary, their groups, as well as legal persons and organizations without legal personality shall be treated with the same respect and prudence according to the provisions of this law, with the same degree of consideration of individual aspects.

**§ 2** Provisions regarding the requirement of equal treatment, defined in separate legislation, shall be applied in accordance with the provisions of this Act.

*Concepts*

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**§ 3,** (1) In the application of this Act

a) *employment relationships*: the employment relationship, the public service relationship, the government service relationship, the public employee relationship, the health service relationship, the public education employment relationship, the tax and customs authority service relationship, the law enforcement administration service relationship, the national defense employee relationship, the court service relationship, legal service relationship of judicial employees, prosecutorial service legal relationship, professional and contractual service legal relationship, foster care employment legal relationship, legal relationship existing between the lender and the hired employee on the basis of temporary employment according to the Act on the Labor Code,

b) *other legal relationship for work*: the employment relationship of an employee, the legal relationship established on the basis of an enterprise and commission contract for work, the professional group membership relationship, as well as the elements of the cooperative membership relationship, as well as the elements of economic and civil law company activity involving personal participation,

c) *state aid*: the provision of free or discounted resources or other benefits in any form to the budget of the subsystems of the public finances in such a way that this means a loss of state revenue or state expenditure, including state guarantees, as well as from the European Union, international organizations and other states derived resources, donations and aid, if they are disbursed through the central budget,

d) *public service*: service aimed at meeting the basic needs of the population based on the obligation to enter into a contract, including in particular electricity, gas, heat, water, waste water and waste treatment, public sanitation, postal and telecommunications services, as well as public transport with vehicles operating according to the timetable passenger transport,

e) *civil and interest-representative organization*: a civil organization according to the law on the right of association, the legal status of public benefit, and the operation and support of civil organizations, whose statutes and founding deed include the objectives of the organization with the precise definition of the protected characteristic, disadvantaged groups in social the promotion of equal opportunities and social integration or the protection of human and civil rights defined by the precise definition of the protected characteristic, as well as the nationality self-government in respect of the given nationality, as well as the trade union in matters related to the financial, social and cultural, as well as living and working conditions of the employees,

f) *relative*: the spouse, registered partner, consanguineous relative, adopted child, stepchild and foster child, adoptive, stepparent and foster parent, sibling, partner, or the spouse or registered cohabitant of a consanguineous relative , the spouse's or registered partner's relative and sibling, as well as the sibling's spouse or registered partner,

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g) *applicant*: the natural person, legal person or organization without legal personality who himself or herself initiated the establishment of a violation of the requirement of equal treatment, or would have been entitled to do so and is considered a client in the procedure,

h) *person subject to proceedings*: the natural person, legal person or organization without legal personality, with whom or against which a procedure aimed at establishing a violation of the provisions ensuring the requirement of equal treatment is being

conducted,

i) *violation*: the natural person, legal person or organization without legal personality with whom or against which the authority established the violation as a result of the procedure aimed at establishing the violation of the provisions ensuring the requirement of equal treatment.

(2) In the application of this Act, in the case of temporary employment, the term employer shall also mean the borrower.

### *Scope of the Act*

#### **§ 4.** The requirement of equal treatment

- a) the Hungarian state,
  - b) local and minority municipalities and their bodies,
  - c) organizations exercising authority,
  - d) the Hungarian Defense Forces and law enforcement agencies,
  - e) public foundations, public bodies, and interest representative organizations of employees and employers
  - f) organizations performing public services,
  - g) public education institutions, vocational training institutions and higher education institutions (hereinafter together: educational institution),
  - h) persons and institutions providing social care, child protection and child welfare services,
  - i) museum institutions, libraries, public cultural institutions,
  - j) voluntary mutual insurance funds, private pension funds,
  - k) healthcare providers,
  - l) the parties, as well as
  - m) budgetary bodies not covered by points a )-l) .
- during the establishment of their legal relationships, in their legal relationships, procedures and measures (hereinafter together: legal relationship) they are obliged to keep.

**§ 5.** In addition to what is contained in § 4, the requirement of equal treatment must be maintained with regard to the given legal relationship,

- a) who makes an offer to enter into a contract with unspecified persons or invites them to make an offer,
- b) who provides services or distributes goods in premises open to customer traffic,
- c) with regard to the legal relationships created during the use of the state aid, the individual entrepreneur, legal person or organization without legal personality receiving the state aid, starting from the use of the state aid until the use of the state aid can be controlled by the body entitled to it in accordance with the applicable rules, and
- d) the employer is the legal relationship of employment, the person entitled to give instructions is the other legal relationship for work, and the legal relationships directly related to these.

#### **Section 6 (1)** The scope of this Act does not extend

- a) for family law relationships,
- b) on legal relations between relatives,
- c) on the legal relationship directly related to the religious activity of the religious community, as well as
- d) of § 4 of this law - in the absence of a different provision of legislation - to the legal relations between members of associations, legal entities and organizations without legal personality, related to membership.

(2) Point d) of paragraph (1).

a) the establishment and termination of the membership relationship, and - with the exception of public foundations - the exercise of membership and participation rights in the case of organizations according to point e) of § 4 , and

b) legal relations of the parties, with the exception of the property specified in point j) of § 8 is not applicable.

**Section 7 (1)** Means a violation of the requirement of equal treatment - especially III. as defined in chapter - direct discrimination, indirect discrimination, harassment, illegal segregation, retaliation, as well as instructions for these.

(2) If this law does not provide otherwise, such conduct, measure, condition, omission, instruction or practice (hereinafter together: provision) does not violate the requirement of equal treatment,

a) which, in unavoidable cases, restricts the fundamental right of the party suffering a disadvantage in order to enforce another fundamental right, provided that the restriction is suitable for achieving the goal and is proportionate to it,

b) which, in cases not covered by point a) , has, according to an objective assessment, a reasonable reason directly related to the given legal relationship.

(3) Paragraph (2) shall not be applicable in the case of direct discrimination based on a characteristic according to points b)-e) of § 8 , as well as illegal segregation .

## *Adverse discrimination*

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**§ 8.** Direct discrimination is defined as a provision that results in a person or group having a real or perceived

- a) gender,
- b) race,
- c) skin color,
- d) nationality,<sup>18 nationalities,</sup>
- e) belonging to
- f) mother tongue,
- g) disability,
- h) your state of health,
- i) religious or worldview beliefs,
- j) political or other opinion,
- k) marital status,
- l) maternity (pregnancy) or paternity,
- m) sexual orientation,
- n) gender identity,
- o) age,
- p) social origin,
- q) financial situation,
- r) the part-time nature or definite duration of your employment relationship or other legal relationship aimed at working,
- s) belonging to an interest representation,
- t) its other position, property or characteristic (hereinafter together: property)

receives less favorable treatment than any other person or group in a comparable situation receives, has received or would receive.

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**Section 9** Indirect discrimination is a provision that does not qualify as direct discrimination and apparently complies with the requirement of equal treatment, which places certain persons or groups with the characteristics defined in Section 8 at a significantly greater disadvantage than in other, comparable was, is or would be a person or group in a situation.

## *Harassment, illegal segregation, retaliation*

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**§ 10 (1)** Harassment is sexual or other behavior that violates human dignity, which is related to the characteristics of the person concerned as defined in § 8, and whose purpose or effect is intimidating, hostile, humiliating, or embarrassing towards a person or creating an offensive environment.

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(2) Provisions that, on the basis of the characteristics defined in § 8, separate certain persons or groups of persons from persons or groups of persons in a comparable situation to them - without this being expressly permitted by law - are considered illegal segregation.

(3) Retaliation is behavior that causes, aims to cause, or threatens to cause a violation of rights against a person who raises an objection, initiates a procedure, or participates in the procedure due to a violation of the requirement of equal treatment.

## *Preference*

**§ 11. (1)** The provision aimed at eliminating the inequality of opportunity based on an objective assessment of a specifically designated social group does not constitute a violation of the requirement of equal treatment, if the

a) is based on a law or a government decree issued under the authority of the law, or a collective agreement, and is valid for a fixed period of time or until a specific condition is met, or

b) during the election of the party's administrative and representative body, as well as the party's nomination of candidates in the elections specified in the Act on the Electoral Procedure, it applies in the manner specified in the party's statutes.

(2) The provision specified in paragraph (1) may not violate a fundamental right, may not provide an unconditional advantage, and may not exclude the consideration of individual aspects.

## *II. Chapter*

### *PROCEEDINGS INITIATED DUE TO VIOLATION OF THE REQUIREMENT OF EQUAL TREATMENT*

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**§ 12. §** Claims due to the violation of the requirement of equal treatment during the procedures defined in this chapter and in separate legislation - in particular during a lawsuit for the enforcement of a personal right, an employment lawsuit, a lawsuit related to a public service relationship, and during the proceedings of a consumer protection, employment supervision authority or an infringement authority - can be enforced.

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**§ 13.** (1) The Commissioner of Fundamental Rights (hereinafter: authority) acts within the framework of public administrative authority proceedings in the matters specified in this Act.

(2) The Metropolitan Court is exclusively competent for administrative lawsuits initiated against the authority's decisions pursuant to this Act. Legal representation is mandatory in the lawsuit.

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**§ 14.** (1) The authority

a) based on a request, or in the cases specified in this Act, conducts an ex officio investigation to determine whether the requirement of equal treatment has been violated, and conducts an investigation based on a request to determine whether employers who are required to do so have accepted an equal opportunity plan, makes a decision based on the investigation;

b) on the basis of the right to enforce claims in the public interest, he may file a lawsuit to protect the rights of persons and groups whose rights have been violated;

c) comments on drafts of legislation, public law organization regulatory instruments and reports affecting equal treatment;

d) proposes government decisions and legal regulations affecting equal treatment;

e) regularly informs the public and the Parliament about the situation regarding the enforcement of equal treatment;

f) cooperates with civil and interest representation organizations, as well as with the relevant state bodies, in the performance of its duties;

g) provides continuous information and assistance to those concerned in taking action against violations of equal treatment;

h) contributes to the preparation of government reports for international organizations, especially the Council of Europe, regarding the requirement of equal treatment;

i) contributes to the preparation of reports on the harmonization of directives on equal treatment for the European Union Commission;

j) - with the exception specified in a government decree - performs the tasks of the executive body defined [in Article 14 of Regulation 1107/2006/EC of the European Parliament and of the Council of July 5, 2006 on the rights of persons with disabilities or reduced mobility traveling on aircraft](#).

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(2) In order to keep the public informed, the authority regularly publishes its reports, proposals, and detailed information about its operation on its website.

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(3) The authority may not investigate public authority decisions and measures of the Parliament, the President of the Republic, the Constitutional Court, the State Audit Office, the courts and the prosecutor's office.

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(4) The administrative deadline in the procedure is seventy-five days.

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(5) The authority makes a decision out of turn, but no later than forty-five days, if the interests of the minor customer are at risk.

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**§ 15.** (1) The investigation of a violation of the requirement of equal treatment is carried out according to the choice of the aggrieved party

a) the authority, or

b) another administrative body authorized to assess violations of the requirement of equal treatment based on a separate law continues.

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(2) The authority notifies the public administrative body empowered under a separate law, and this public administrative body notifies the authority of the initiation of the procedure, the final decision, and the final decision ending the related administrative lawsuit.

(3) If a procedure has been initiated before an administrative body based on subsection (1) , another public administrative body in respect of the same violation of the law

a) may not act in the event of a violation of the law committed against the same person,

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b) In the event of a violation of the law committed against other persons, the initiated proceedings shall be suspended until the decision to be taken by another public administrative body in the matter becomes final.

(4) If the case was adjudicated by a public administrative body, another public administrative body with regard to the same violation of the law

a) may not act in the event of a violation of the law committed against the same person,

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b) acts on the basis of the facts established in the final decision in the proceedings initiated in the event of a violation of the law committed against another person.

(5) The authority also acts ex officio in relation to the violation of the requirement of equal treatment by the bodies specified in points a)–d) of § 4 , if there is no proceeding in the given case before another public administrative body.

36

(6)

(7) If during the procedure it is necessary to hear an expert's opinion, the authority must first of all assign the competent administrative body with the authority with which the aggrieved person could have started the procedure based on point b) of paragraph (1) .

<sup>37</sup>  
**15/A. §** (1) The evidentiary rules defined in § 19 may be applied in proceedings initiated for violation of the requirement of equal treatment<sup>38</sup>

(2) When investigating a violation of the requirement of equal treatment, the authority hears the applicant and the person reporting the violation of the requirement of equal treatment at their request in the absence of the person subject to the procedure.<sup>39</sup>

(3) The authority may carry out a test to verify compliance with the requirement of equal treatment, during which the conduct, action, condition, omission, instruction or practice of the person subject to the procedure (hereinafter referred to as practice) will be put in the same position as a person referred to in § 8 , persons who differ in their characteristics, but have similar characteristics in other respects, and examines the practice of the person subject to the procedure from the point of view of compliance with the requirement of equal treatment.

(4) The results of the testing may be used as evidence in proceedings initiated for violation of the requirement of equal treatment.

<sup>40</sup> During the investigation specified

(5) in paragraph (3), the authority may also use a collaborator within the framework of a legal relationship of commission, for whom it issues a letter of authorization, which contains his name, as well as what type of testing he may conduct on the person subject to the procedure.

<sup>41</sup>

**15/B. §** (1) If, due to a violation of the requirement of equal treatment, the aggrieved party or the court entitled to enforce claims in the public interest has initiated proceedings, the authority or other public administrative body defined in § 15 (1) point b) shall continue the proceedings until the case is finally adjudicated suspends and informs the court of the order made in this regard.

(2) The court shall send its final decision made due to the violation of the requirement of equal treatment, or its order suspending the proceeding pending before it, to the authority or to another public administrative body specified in Section 15 (1) point b) .

(3) The authority or other public administrative body specified in point b) of § 15, subsection (1) shall, in its proceedings, act on the basis of the facts established in the court's decision regarding the same violation of the law.

(4) Following the entry into force of the court's decision, due to the violation of the requirement of equal treatment before a public administrative body regarding the same violation of the law

a) proceedings may not be initiated against the same person for a violation of the law,

b) in the event of a violation of the law committed against another person, the authority or other public administrative body specified in point b) of § 15, subsection (1) acts on the basis of the facts established in the court's decision.

<sup>42</sup>

<sup>43</sup>

**§ 16.** (1)

<sup>44</sup>

(2) For the visually impaired client, upon request, the protocol prepared during the trial, as well as the decision concluding the procedure, must also be prepared in Braille.<sup>45</sup>

(3) In the procedure initiated upon request, the costs of the procedure shall be advanced by the authority and the person subject to the procedure with regard to the costs incurred in connection with his participation in the procedure.<sup>46</sup>

(4) If the application is rejected, the aggrieved party shall bear the procedural costs only if the authority has established that it was in bad faith.<sup>47</sup>

(4a) If the parties enter into a settlement before the authority and it is approved by the authority, the costs of the procedure - with the exception of the costs of the person acting on behalf of the client and the costs caused by the illegal behavior of the participant in the procedure - are borne by the authority.

(5) The authority summons a person who does not have a residential address, place of residence, or notification address at his seat, if his hearing is necessary during the procedure, to the seat of the mayor's office of the municipality where he lives or lives. The authority will conduct the hearing of the summoned person at the location specified in the summons. If a person without a place of residence, place of residence or notification address lives in the capital, the authority summons him to his seat or conducts his hearing at his seat.

(6) If during the procedure the authority holds a hearing, it summons the persons to be heard there to the seat of the mayor's office of the district municipality in the settlement or capital where the applicant has a residential address or is located, unless the circumstances are not suitable for the hearing to keep him in the office of mayor. In this case, the hearing must be held at the headquarters of the mayor's office of the municipality in the capital city that is best accessible from the applicant's home address and which can provide the necessary conditions for holding the hearing.

(7) The hearing of the authority is open to the public. The authority can exclude the public from the entire trial or a part of it by order, if it is absolutely necessary to preserve classified data, business secrets or other secrets specified in a separate law.

(8) The authority may exclude the public in order to protect public morals, as well as at the request of the client, if it is justified in order to protect the client's personal rights.

(9) If the person subject to the procedure is specified in paragraphs (5) and (6).

a) local government, district municipality in the capital or a local government association operating with the participation of the local government,

b) budgetary body maintained by the bodies specified in point a) ,

c) a civil organization founded or supported by the bodies specified in point a) , or

d) the economic company operating with the participation of bodies specified in points a) and b)

the persons must be summoned to the mayor's office of the settlement municipality not involved in the procedure, which is best accessible from their address, at the seat of the authority in the capital.

<sup>70</sup>  
(10) If the application of the provisions of paragraphs (5), (6) and (9) would result in disproportionate difficulty or unjustified prolongation of the procedure, the authority may also summon the person to be interviewed to its seat, in addition to reimbursement of the costs associated with the appearance.  
<sup>49</sup>

(11)–(12)

(13) Before making a decision, the authority must attempt to reach an agreement.

(14) After the opening of the hearing, the authority will briefly describe the documents created during the clarification of the facts conducted before the hearing, which the clients present may inspect in accordance with the provisions of this law or separate legislation.

(15) After presenting the applicant's position, the person subject to the procedure shall present his/her position related to the case.

(16) At the hearing, the authority - if this is necessary to establish the facts - calls on the clients to make their statements and conducts the evidentiary procedure.

(17) Before adjourning the hearing, the authority is obliged to warn the clients about the adjournment of the hearing and to ask if they wish to present anything else.

<sup>50</sup>

***Legal consequences applicable in case of violation of the requirement of equal treatment***

<sup>51</sup>  
**§ 17 §** The official procedure for examining the enforcement of the requirement of equal treatment can be initiated if one year from the knowledge of the violation and three years from the occurrence of the violation have not yet passed.

<sup>52</sup>  
**17/A. §** (1) If the authority has established a violation of the requirement of equal treatment,  
a) can order the termination of the unlawful state,  
b) <sup>53</sup>may prohibit future attestation of illegal behavior,  
c) <sup>53</sup>may order the public publication of its decision, which has become final, in the public interest, in a way that is not suitable for personal identification, with the exception of the data of the violator, which is public in the public interest,  
d) may impose fines,  
e) <sup>54</sup>may apply a legal consequence defined in a separate law.

(1a) <sup>55</sup>The fine according to point d) of paragraph (1) is the income of the central budget.

(2) In the application of point c) of paragraph (1), public data in the public interest is the natural personal identification data and residential address of the natural person in violation, as well as the infringing name and headquarters of the legal person or organization without legal personality.

(3) The legal consequences specified in paragraph (1) shall be applied to all the circumstances of the case, in particular to the group of those who have suffered harm, the reversibility of the disadvantage caused by the infringement, the duration of the infringement, the repetition and frequency of the infringement, the economic weight of the offender, the procedure for the infringement should be determined with regard to his helpful and cooperative behavior.

(4) The legal consequences specified in paragraph (1) can be applied together.

(5) The amount of the fine may range from fifty thousand forints to six million forints.

(6) If the authority has determined that the employer obliged to do so has failed to accept the equal opportunity plan, it will call on the employer to make up for the failure, and - with the appropriate application of paragraphs (3) and (4) - paragraphs (1) c)-e) can apply the legal consequences specified in

(7) The procedure for determining the fine that can be imposed for the violation of the provision ensuring the requirement of equal treatment can be initiated within three months of the authority becoming aware of the violation, but no later than one year after the violation occurred. If the infringing conduct or condition is continuous, the time limit begins when it ends.

<sup>56</sup> <sup>57</sup>  
**17/B. §** (1)  
(2) The authority's decision made in an ongoing procedure regarding the violation of the requirement of equal treatment cannot be changed or annulled under supervisory authority.  
<sup>58</sup>

(3)

<sup>59</sup> <sup>60</sup>  
**17/C. §** (1) The authority maintains an official register for the purpose of using data related to the observance of the requirement of equal treatment in the proceedings of other bodies, which contains the data of the employers in respect of which the authority has a final and enforceable decision, or – in the event of an administrative lawsuit against the decision - a final court decision established a violation of the law.

(2) It is included in the register according to paragraph (1).

a) the employer's name, registered office, tax number, employer's name, address, tax identification number of a natural person without a tax number,  
<sup>61</sup>

b) the date and number of the decision establishing the violation, the date of its becoming final and enforceable,

c) indication of the infringement,

d) the applied legal consequence and its extent by referring to the legal place on which it is based,

<sup>62</sup>  
e) in the case of an administrative lawsuit against the decision, the date and number of the final and enforceable court decision, the day it entered into force, and whether, in connection with the administrative decision challenged by the claim, the court annulled it or annulled it and ordered a new procedure or rejected the claim made a decision.  
<sup>63</sup>

(3) The authority manages the data of the official register in the IT system created by it. The authority records the data specified in paragraph (2) in the IT database on the day the decision establishing the violation becomes final and enforceable, or in the case of an administrative lawsuit against the administrative decision, on the working day after learning of the court's decision.  
<sup>64</sup>

(4) The authority shall delete the data contained in the register or made public from the register on the website after two years from the date of the entry into force of the decision on which the registration is based, or from the date of its becoming final and enforceable.

<sup>65</sup> <sup>66</sup>  
**17/D. §** (1) The authority - with the exception contained in paragraph (3) - from the data of the register maintained by it, the final and enforceable administrative or - in the case of a public administrative lawsuit against the administrative decision - court decision within two years of employers who have been fined for repeatedly committing the same violation concerning, the 17/C. The data specified in points a)-d) of paragraph (2) of § 17/C. In the event that the court has made a decision rejecting the claim or changing the administrative decision, the data included in point e) of § (2) shall be made public by means of publication on its website when, in order to establish the repeated commission of the same infringement within two years, based on the law was made by a final and enforceable administrative decision.  
<sup>67</sup>

(2) In the application of paragraph (1) - in the case of an employer with several locations - the repeated commission of the same violation shall be understood as the same violation established by a final and enforceable decision at the same location within a two-year period.  
<sup>68</sup>

(3) If the authority becomes aware that an administrative lawsuit has been initiated against its decision,  
a) publishes the data contained in paragraphs (1) and (2) subject to the decision contained in the legally binding and enforceable decision of the court,

b) take measures to delete the data made public on the website, if the data according to paragraphs (1) and (2) have already been made public.  
<sup>69</sup>

(4) The authority's obligation to register and publish shall not be affected if the employer fulfills his obligation contained in the final administrative decision or in the administrative decision judged by a final court decision within the prescribed deadline or deadline.

## <sup>70</sup> *Special rules for data management*

<sup>71</sup> <sup>72</sup>  
**17/E. §** (1)  
<sup>73</sup>

(2) The person subject to the procedure shall make the documents related to the case and data stored on electronic data carriers available upon request, and shall provide knowledge of the facts, circumstances, and other conditions necessary to verify the violation of the requirement of equal treatment. The person subject to the procedure cannot be obliged to prepare a register or summary that is not required by law, if its preparation would require a disproportionate expenditure.

(3) On the basis of paragraph (2), the authority may only request the provision of special data, the processing of which is absolutely necessary in view of the purpose of the procedure, and in the absence of which the effectiveness of the procedure could not be ensured.  
<sup>74</sup>

(4) In the administrative authority procedure, the authority is also entitled to seal or seize the register or database containing personal data.

## *Representation*

<sup>75</sup> <sup>76</sup>  
**§ 18. §** (1) In proceedings initiated due to a violation of the requirement of equal treatment - in particular during a lawsuit for the enforcement of a personal right, an employment lawsuit, a lawsuit related to a civil service legal relationship - the civil and interest-representative organization, as well as the authority, authorize the party who suffered a violation of rights may act as a representative based on - unless otherwise provided by law. The civil and interest-representative organization proves its right of representation - if the organization can be obliged to certify it based on the law on the general rules of electronic administration and trust services - by attaching its articles of association or founding document and the written authorization received from the client, or a certified copy of these.

(2) In official proceedings initiated due to the violation of the requirement of equal treatment, the organization according to paragraph (1) is entitled to the rights of the client.  
<sup>77</sup>

(3) If the violation of the requirement of equal treatment or the immediate threat thereof was based on a characteristic defined in § 8, which is an essential feature of the individual's personality, and the violation or the immediate threat thereof cannot be precisely defined, a larger group of persons affected, the organization according to paragraph (1) may initiate proceedings before the authority.

## *Rules of evidence*

<sup>79</sup>  
**§ 19.** (1) <sup>79</sup> In proceedings initiated due to a violation of the requirement of equal treatment, the aggrieved party or the person entitled to assert a claim in the public interest must prove that

a) the person or group suffering a violation of rights is at a disadvantage or - in the case of a public interest claim - is in direct danger of this, and

<sup>80</sup>  
b) the person or group that suffered a violation of rights had, in fact or according to the assumption of the person subject to the procedure, one of the characteristics defined in § 8 at the time of the violation .

<sup>81</sup>  
(2) In the event that the provisions of paragraph (1) are established, the other party must prove that

a) the circumstances alleged by the aggrieved party or the person entitled to assert a claim in the public interest did not exist, or

b) maintained the requirement of equal treatment, or was not obliged to comply with the given legal relationship.

(3) The provisions contained in paragraphs (1)–(2) cannot be applied in criminal proceedings or infringement proceedings.

### ***Public interest claim enforcement***

<sup>82</sup>  
**§ 20.** (1) Due to the violation of the requirement of equal treatment, you can initiate a lawsuit for the enforcement of personal rights, a labor lawsuit, and a lawsuit related to the public service legal relationship.

a) the prosecutor,

b) the authority,

c) the civil and interest representation organization,

if the violation of the requirement of equal treatment or the immediate threat thereof was based on a characteristic defined in § 8 , which is an essential feature of the individual's personality, and the violation or the immediate threat thereof affects a larger group of persons that cannot be precisely defined.

<sup>83</sup>  
(2) The authority shall immediately delete the personal and special data, the processing of which is not absolutely necessary for the exercise of its authority according to paragraph (1) .

### ***III. Chapter***

## ***ENFORCEMENT OF THE REQUIREMENT OF EQUAL TREATMENT IN CERTAIN AREAS***

### ***Employment***

**§ 21** It is a violation of the requirement of equal treatment in particular if the employer applies direct or indirect discrimination against the employee, especially when defining and applying the following provisions:

a) in access to work, especially in public job advertisements, hiring, employment conditions;

b) in the provision related to the procedure that facilitates the establishment of the employment relationship or other legal relationship aimed at working;

c) in the establishment and termination of the employment relationship or other legal relationship aimed at working;

d) in relation to training carried out prior to or during work;

e) establishing and ensuring working conditions;

<sup>84</sup>  
f) benefits due on the basis of the employment relationship or other legal relationship aimed at working, thus in particular in the establishment and provision of wages specified [in § 12 \(2\) of Act I of 2012 on the Labor Code](#);

g) in relation to membership or participation in employee organizations;

h) in the promotion system;

<sup>85</sup>  
i) during the enforcement of compensation and disciplinary liability,

<sup>86</sup>  
j) in connection with the application or use of paternity leave, parental leave and unpaid leave until the child is three years old for the purpose of taking care of the child, which facilitates the coordination of parental and employee obligations of employees and increases the time that can be spent on child care, and

<sup>87</sup>  
k) in connection with the application or use of the carer's working time discount.

<sup>88</sup>  
**Section 22** (1) Does not constitute a violation of the requirement of equal treatment

<sup>89</sup>  
a) at the time of employment justified based on the nature of the work or working conditions, based on actual and defining professional conditions, following a legitimate goal and proportionate to it,

b) discrimination based on religious or other worldview convictions, or national or ethnic affiliation, arising directly from the ethos that fundamentally determines the character of the organization, justified by the content or nature of the given occupational activity, proportionate and based on real employment requirements.

<sup>90</sup>  
(2) During the application of point f) of § 21, direct discrimination with regard to the characteristics defined in points a)–e) of § 8 violates the requirement of equal treatment in all cases.

**§ 23.** Act, government decree, or collective agreement based on the authority of the law may prescribe an obligation to give preference to a specific group of employees - in connection with the employment relationship or other legal relationship aimed at



working.

### ***Social Security and Health***

**§ 24.** The requirement of equal treatment must be particularly enforced in connection with social security

- a) financed from the social security systems, as well as
- b) providing financial, in-kind, and personal care for social and child protection when requesting and providing benefits.

**§ 25 (1)** The requirement of equal treatment must be enforced in connection with health care, especially the provision of health care services, including

- a) participation in disease prevention programs and screening tests,
  - b) curative and preventive care,
  - c) use of premises for the purpose of stay,
  - d) satisfying food and other needs
- during.

(2) The law, or a government decree based on the authority of the law, in accordance with the provisions of this law, may establish additional benefits within the framework of the social and health care system for certain groups of society based on the state of health or disability, or on the basis of the characteristic defined in § 8 .

### ***Housing***

**Section 26 (1)** Violation of the requirement of equal treatment means, in particular, certain persons according to the characteristics defined in Section 8

- a) direct or indirect discrimination in relation to the provision of state or local government grants, discounts or interest subsidies for housing,
- b) put at a disadvantage when determining the conditions for the sale or lease of apartments and building plots owned by the state or local government.

(2) Refusal to issue occupancy and other building authority permits, as well as subjecting them to conditions, may not be based directly or indirectly on the properties defined in § 8 .

(3) The definition of the conditions for access to an apartment cannot be aimed at artificially separating certain groups in a settlement or part of a settlement based on the characteristics defined in § 8 , not on the basis of the group's voluntary decision.

### ***Education and training***

**§ 27 (1)** The requirement of equal treatment covers all education, training,

- a) which is based on state-approved or prescribed requirements, or
- b) for the organization of which the state
- ba) provides direct normative budget support, or
- bb) contributes indirectly - thus in particular through the release, settlement or tax credit of public charges (hereafter together: education).

(2) The requirement of equal treatment must be enforced in particular in connection with the education defined in paragraph (1).

- a) determining the conditions for joining education, evaluating applications for admission,
- b) establishing the requirements of education and establishing requirements,
- c) performance evaluation,
- d) provision and use of education-related services,
- e) access to education-related benefits,
- f) dormitory accommodation and care,
- g) issuance of certificates, certificates and diplomas that can be obtained in education,
- h) access to career counseling, and
- i) termination of the legal relationship related to participation in education

during.

(3) A violation of the requirement of equal treatment is in particular a person or group

- a) illegal segregation in an educational institution, or in a department, class or group created within it,
- b) restricting it to education, establishing and maintaining an educational system or institution, the standard of which does not reach those specified in the published professional requirements, or does not comply with the professional rules, and as a result does not provide for the continuation of studies, the state the generally expected preparation and preparation necessary for taking exams.

(4) Professional groups, student groups and other student, student, parent or other organizations whose purpose is to discredit, stigmatize or exclude other persons or groups may not operate in educational institutions.

**Section 28** (1) It does not violate the requirement of equal treatment if education is organized only for students of one gender, provided that participation in education is voluntary and that the participants in education are not disadvantaged.

(2) It does not violate the requirement of equal treatment if

a) in public education institutions or vocational training institutions at the initiative of the parents and according to their voluntary choice,

b) based on the voluntary participation of students in a higher education institution they organize education based on religious or other worldview beliefs, the purpose or curriculum of which justifies the formation of separate classes or groups; provided that the participants in the education are not disadvantaged as a result, and that the education meets the requirements approved by the state, prescribed by the state, or supported by the state.

(2a) The organization of education based on religious or other worldview beliefs as specified in paragraph (2) may not lead to illegal segregation based on characteristics according to points b)-e) of § 8 .

(2b) In the case of the organization of nationality education, the requirement of equal treatment is not violated only if, in addition to the conditions contained in paragraph (2), the organization of the education also meets the following requirements:

a) the acquisition of knowledge according to the core curriculum is ensured at the standard prevailing in non-national education, and

b) nationality education meets the requirements defined in the Act on the Rights of Nationalities.

(3) For the purpose of preserving linguistic or cultural identity, a public educational institution maintained by a church legal entity, a religious association or a national self-government, a higher education institution maintained by a church legal entity, a religious association or a national self-government is the law in § 27, paragraph (2) a ) may establish a different provision.

**§ 29.** A law or a government decree created on the basis of the authorization of the law may impose an obligation to give preference to a specific group of those participating in education within the school system and outside the school system - in connection with education and training.

### *Turnover of goods and use of services*

**§ 30** (1) It means a violation of the requirement of equal treatment in particular - based on the property defined in § 8 in premises open to customer traffic, thus especially in institutions established for the purpose of catering, commerce, culture and entertainment -

a) refuse or refrain from providing services or distributing goods,

b) to provide services or distribute goods in a quality different from the services or goods available in the given location,

c) to place a sign or sign that makes it possible to conclude that a person or persons are excluded from the service or distribution of goods provided there.

(2) Access to the establishment created for the members of the group that can be defined on the basis of the characteristics defined in § 8 , for the maintenance of tradition, culture and self-identity and open to a narrower public may be restricted, subject to membership or special conditions.

(3) The restriction according to paragraph (2) must be evident from the name of the facility and the circumstances of using the service; it must not be done in a way that is humiliating to persons who do not belong to the given group, or in a way suitable for impairing the honor, and also it cannot provide an opportunity for the abuse of rights.

**30/A. §** (1) In the case of insurance services and services based on the insurance principle - excluding group life, accident and sickness insurance - discrimination based on gender violates the requirement of equal treatment in the absence of a different provision in the law regulating these services, if the its procedure for providing services results in direct or indirect discrimination based on gender in the amount of the fee to be paid individually by individuals or in the service to which they are entitled.

(2) In the case of the services specified in paragraph (1), the costs related to pregnancy and maternity may not result in a difference in the fees to be paid by individuals and the services they are entitled to.

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*ARC. Chapter*

### *LOCAL EQUAL OPPORTUNITY PROGRAMS*

**§ 31.** (1) The local government of the districts of the village, the city and the capital city (hereinafter: local government) adopts a five-year local equal opportunity program every five years.

(2) In the local equal opportunities program, a situation analysis must be prepared on the education, housing, employment, health and social situation of disadvantaged social groups - with particular regard to women, people living in extreme poverty, Roma, disabled persons, children and the elderly , and in the action plan based on the situation analysis, the measures necessary for the complex management of the problems revealed during the situation analysis must be defined. During the situation analysis and adoption of the action plan, the opinion of the local minority municipalities must be taken into account. The local equal opportunities program must be prepared on the basis of the criteria and procedures defined in this law and the government decree issued on the basis of its authority, as well as on the basis of the methodological guide published by the minister responsible for social inclusion on the website of the ministry he leads. During program creation, care must be taken to ensure the consistency of

the local equal opportunity program and other development plans and concepts to be prepared by the local government, as well as the anti-segregation objectives of the public education equal opportunity plan, the vocational training equal opportunity plan and the settlement development plan.

(3) Special attention must be paid when preparing the local equal opportunity program

- a) measures to help enforce the requirements of equal treatment, equal opportunities and social inclusion,
- b) the necessary measures to prevent and act against illegal segregation in the field of education and training, as well as to ensure equal access,
- c) measures necessary to ensure equal access to public services and health services,
- d) for measures that reduce the labor market disadvantages of the disadvantaged and improve their employment chances.

(4) The timely implementation of the local equal opportunity program and the possible change in the situation defined in paragraph (2) must be reviewed every two years. to modify.

(5) The local equal opportunity program is prepared by local government officials or civil servants. Their training, preparation and review of local equal opportunity programs are supported by equal opportunity mentors. The training of municipal civil servants and civil servants is carried out by the body appointed by the Government in a decree.

(6) The local government can only benefit from the support provided by individual decision and awarded through tenders from the sub-systems of the public finances, the European Union sources, or other programs financed on the basis of international agreements, if it has an effective local equal opportunities program in accordance with the provisions of this law .

(7) An association of local governments with legal personality may only receive support from public finance subsystems, European Union funds, or other programs financed on the basis of international agreements, provided on the basis of an individual decision and awarded through tenders, if each of the local governments that make up the association has an effective local equal opportunity program in accordance with the provisions of this law.

(8) Equality mentor activities may be carried out by those who

- a) has a higher education,
- b) participated in the training specified in a separate law, and
- c) has the professional experience specified in a separate law.

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## *V. Chapter*

### *PROVISIONS RELATING TO CERTAIN GRANTS*

**§ 32.** (1) Within the framework of European Union co-financed projects for social inclusion, the project manager or consortium partner (hereinafter together: grant provider) - if it promotes participation in the training program and its provision is included in Article 107 of the Treaty on the Functioning of the European Union or does not conflict with a directly applicable European Union legal act - it can provide catch-up living support (hereinafter referred to as support) Article 2, Article 18 of Commission Regulation 800/2008/EC of August 6, 2008 on declaring certain types of support compatible with the common market. for a person participating in training organized for disadvantaged persons defined in point 20 hours per week, who

- a) does not receive a salary replacement benefit at the time of inclusion in the training,
- b) with the exception of casual employment, is not employed or engaged in any other gainful activity, and
- c) does not participate in further subsidized training or labor market programs during the training period.

(2) The provider of the support concludes an adult training contract with the person participating in the training, and notifies the state employment agency of the provision of the subsistence support to facilitate catch-up.

**32/A. §** (1) The amount of the support - if the duration of the training reaches 40 hours per week - is equal to the amount of the prevailing public employment wage at the time of the conclusion of the adult training contract, or, in the case of shorter training, the proportional part of it according to the duration of the training.

(2) During the duration of the training, the person participating in the training is entitled to 80% of the amount according to paragraph (1) on a pro rata basis, the remaining part will be paid to him in a lump sum upon obtaining the certificate certifying the completion of the training.

(3) Support must be provided weekly or monthly for the duration of the training, including the practical training, for the duration of the preparation for the final exam following the completion of the training, and for the day of the first exam, depending on the nature of the training. If the final exam is unsuccessful, no support can be provided for the duration of preparation for the repeat exam.

(4) Support cannot be provided for the day on which the person participating in the training did not fulfill his obligation to participate in the training and did not certify his absence. In this case, the subsidy must be provided in an amount reduced by the amount of the subsidy due on the day of the default.

(5) If the person participating in the training does not obtain the certificate certifying the completion of the given training phase for reasons attributable to him, the amount of support provided for the training phase must be reclaimed.

100

## *V/A. Chapter*

**Section 33**

**Section 34**

**Section 35**

**Section 36**

**Section 37**

**Section 38**

**Section 39**

**39/A. §**

**Section 40**

**Section 41**

**Section 42**

**Section 43**

**Section 44**

**Section 45**

<sup>101</sup>  
**§ 46.**

<sup>102</sup>  
**§ 47.**

<sup>103</sup>  
**§ 48.**

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**§ 49.**

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**§ 50.**

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**§ 51.**

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**§ 52.**

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**§ 53.**

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**§ 54.**

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**§ 55.**

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**§ 56.**

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**§ 57.**

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**§ 58.**

<sup>114</sup>  
**§ 59.**

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**§ 60.**

<sup>116</sup>  
**§ 61.**

<sup>117</sup>  
**§ 62.**

*VI. Chapter*

*FINAL PROVISIONS*

**§ 63** (1) This law - with the exception specified in paragraphs (2) - (3) - enters into force on the 30th day after its promulgation.

(2) Articles 13–17 of this Act . Sections , Section 18(1) and the text of the authority, as well as Section 20(1)(b) shall enter into force on January 1, 2005.

(3)

(4) Budget bodies employing more than fifty people and legal entities with majority state ownership are obliged to adopt an equal opportunity plan.

(5)

<sup>121</sup>  
**63/A. §** Short description of this law applicable in other legislation: Ebktv.

<sup>122</sup>  
**§ 64.**

<sup>123</sup>  
**64/A. §** Paragraphs (6) and (7) of § 31 shall apply after July 1, 2013.

<sup>124</sup>  
**64/B. §** (1) The Government is authorized to define in a decree the criteria and procedure for the preparation of the local equal opportunity program according to § 31, paragraph (1) , the method of reviewing the local equal opportunity program, and the detailed rules regarding the requirements for those who participate in its preparation.

(2) The Government is authorized to define in a decree the rules for the training of civil servants and civil servants participating in the preparation of the local equal opportunity program of local governments, as well as the rules for the activities of equal opportunity mentors.

(3) The Government is authorized to designate in a decree the body that provides training for those participating in the preparation of the local equal opportunity program.

(4)

(5)

<sup>130</sup> <sup>131</sup>  
**64/C. §** (1) This law - [CLI of 2012 on the amendment of certain financial laws. established by law](#) - 30/A. The provisions contained in paragraph (1) of § LXXXVIII of 2014 on insurance activities . [are applicable as defined in § 447 of the Act](#) .

(2) [LXXXIV of 2013](#) on the amendment of certain laws related to public administrative authority procedures, certain public authority registers, and other laws of this Act . amended [by § 47 of the Act shall be applied in proceedings initiated after the entry into force of these provisions](#) and in repeated proceedings.

<sup>133</sup>  
**§ 65.** This law serves to comply with the following directives

a) Council [Directive 76/207/EEC](#) on the implementation of the principle of equal treatment of women and men in the field of employment, vocational training and advancement opportunities, as well as working conditions and [Directive 2002/73/EC amending it](#),

b) Council [Directive 79/7/EEC](#) on the gradual implementation of the principle of equal treatment of men and women in the field of social security,

c) Council [Directive 86/378/EEC](#) on the implementation of the principle of equal treatment of men and women in employment social security systems,

d) [European Parliament and Council Directive 2010/41/EU](#) of July 7, 2010 on the application of the principle of equal treatment between self-employed men and women and the repeal of [Council Directive 86/613/EEC](#),

e) Council [Directive 97/80/EC](#) on the obligation of proof in cases of discrimination based on gender,

f) Council [Directive 2000/43/EC](#) on the implementation of the principle of equal treatment between persons regardless of racial or ethnic origin,

g) Council [Directive 2000/78/EC](#) on the establishment of general frameworks for equal treatment in employment and the workplace,

h) Council [Directive 2004/113/EC](#) on the implementation of the principle of equal treatment between women and men with regard to access to goods and services, as well as their sale and provision,

i) Directive (EU) of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU,

j) [Council Directive 2006/54/EC](#) of July 5, 2006 on the implementation of the principle of equal opportunities and equal treatment between men and women in the field of employment and work,

k) [2011/95/EU of the European Parliament and of the Council](#) of December 13, 2011 on the rules for the recognition of third-country nationals and stateless persons as entitled to international protection, the legal status providing uniform refugee or supplementary protection, and the content of the protection provided [directive](#),

l) [European Directive 2011/98/EU](#) of December 13, 2011 on the unified application procedure for the unified permit for the residence and employment of third-country nationals in the territory of a Member State, as well as the common rights of workers from third countries legally residing in the territory of a Member State [parliamentary and council directive](#).

140  
m) Article 2(1)(b) and (c) of European Parliament and Council Directive 2014/54/EU of April 16, 2014 on measures to facilitate the exercise of the rights granted to employees in connection with the free movement of [employees](#) .

141  
n) European Parliament and Council Directive of October 19, 2022 (EU) 2022/2041 on adequate minimum wages to be ensured in the European Union.

142  
§ 66. § 32 and § 32/A. § for the application of Articles 87 and 88 of the Treaty, it includes aid falling within the scope of [Articles 38 and 39 of Commission Regulation 800/2008/EC](#) of August 6, 2008 on the declaration of certain types of aid as compatible with the common market.

143  
§ 67 § 14 (1) point j) establishes the provision necessary for the implementation of [Regulation 1107/2006/EC of the European Parliament and of the Council](#) of July 5, 2006 on the rights of persons with disabilities or reduced mobility traveling on aircraft.

1 The Act was adopted by the Parliament on its session on December 22, 2003. Date of announcement: December 28, 2003.

2 The preamble is [2011: CCI. § 247 point a\) of the Act](#) , [2013: CXXXI. text amended according to Article 4, paragraph \(2\), point a\) of the Act](#) .

3 § 1 of [the 2011: CCI](#) , text amended according to [point b\) of § 247 of the Act](#) .

4 Section 3 of [2015: LXXIV](#) , text established by [§ 3 of the Act](#) .

5 Section 3, paragraph (1), point a) of [2018: CXV. § 36 of the Act](#) , [2019: CIX. § 109 of the Act](#) , [2020: CLII. § 27 of the Act](#) , [2021: XCIX. § 235 of the Act](#) , [LII of 2023. Article 180, Paragraph \(13\) of the Act](#) , text amended accordingly.

6 Paragraph g) of Section 3 (1) is the amended text according to [Section 227.1 of Act L. 2017](#) .

7 Point i) of Section 3 (1) is the amended text according to Point a) of Section 228 of the 2017: L. törvény.

8 [The [2011: CLXXIX. on the basis of point b\) of § 235 of the Act](#) , in point b) of § 4, the text "minority self-governments" is replaced by the text "minority self-governments", however, this cannot be transposed.]

9 § 4, point d) of [2007: XC. text amended according to point f\) of § 25, paragraph \(1\) of the Act](#) .

10 Section 4, point e) of [2009: LVI. text amended according to § 294 of the Act](#) . Pursuant to § 428 of this amending act, the provision shall be applied in proceedings initiated and repeated after October 1, 2009.

11 A 4. § g) pontja a [2019: CXII. törvény 45. § 1. pontja](#) szerint módosított szöveg.

12 A 6. § (1) bekezdés c) pontja a [2013: CXXXIII. törvény 99. §-ával](#) megállapított szöveg.

13 A 6. § (1) bekezdés d) pontja a [2013: CXXXI. törvény 4. § \(2\) bekezdés b\) pontja](#) szerint módosított szöveg.

14 A 6. § (2) bekezdésének a) pontja a [2009: LVI. törvény 294. §-a](#) szerint módosított szöveg. E módosító törvény 428. §-a alapján a rendelkezést a 2009. október 1. napját követően indult és megismételt eljárásokban kell alkalmazni.

15 A 7. § (2) bekezdése a [2006: CIV. törvény 1. §-ával](#) megállapított szöveg.

16 A 7. § (3) bekezdését a [2006: CIV. törvény 1. §-a](#) iktatta be.

17 A 8. § a 2006. CIV. törvény 13. § (2) bekezdésének a) pontja szerint módosított szöveg.

18 A 8. § e) pontja a [2011: CLXXIX. törvény 235. § c\) pontjával](#) megállapított szöveg.

19 A 9. § a 2006. CIV. törvény 13. § (2) bekezdésének b) pontja szerint módosított szöveg.

20 A 10. § (1) bekezdése a 2006. CIV. törvény 13. § (2) bekezdésének c) pontja szerint módosított szöveg.

21 A 10. § (2) bekezdése a [2006: CIV. törvény 2. §-ával](#) megállapított szöveg.

22 A 12. § a [2013: LXXXIV. törvény 47. § \(2\) bekezdésével](#) megállapított, a [2017: CXXX. törvény 53. § a\) pontja](#) , a [2020: CXXXV. törvény 29. §-a](#) szerint módosított szöveg.

23 A 13. §-t megelőző alcím a [2011: CLXXIV. törvény 37. § \(1\) bekezdésével](#) megállapított szöveg.

24 A 13. §-t a [2011: CLXXIV. törvény 37. § \(4\) bekezdése](#) hatályon kívül helyezte, újonnan a [2020: CXXXVII. törvény 1. §-a](#) iktatta be.

25 A 14. § – e törvény 63. § (2) bekezdése alapján – 2005. január 1-jén lép hatályba.

26 A 14. § (1) bekezdése a [2020: CXXXVII. törvény 2. §-ával](#) megállapított szöveg.

27 A 14. § (2) bekezdését a [2005: LXXXIII. törvény 339. § 31. pontja](#) hatályon kívül helyezte, újonnan a [2013: LXXXIV. törvény 47. § \(4\) bekezdése](#) iktatta be, szövege a [2020: CXXXVII. törvény 2. §-ával](#) megállapított szöveg.

28 A 14. § (3) bekezdését a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte, újonnan a [2013: LXXXIV. törvény 47. § \(4\) bekezdése](#) iktatta be, szövege a [2020: CXXXVII. törvény 2. §-ával](#) megállapított szöveg.

29 A 14. § (4) bekezdését a [2013: LXXXIV. törvény 47. § \(4\) bekezdése](#) iktatta be.

30 A 14. § (5) bekezdését a [2013: LXXXIV. törvény 47. § \(4\) bekezdése](#) iktatta be.

31 A 15. §-t a [2011: CLXXIV. törvény 41. §-a](#) hatályon kívül helyezte, újonnan a [2013: LXXXIV. törvény 47. § \(5\) bekezdése](#) iktatta be.

32 A 15. § (1) bekezdés nyitó szövegrésze a 2017: L. törvény 228. § b) pontja szerint módosított szöveg.

33 A 15. § (2) bekezdése a [2017: L. törvény 227. § 2. pontja](#) szerint módosított szöveg.

34 A 15. § (3) bekezdés b) pontja a [2017: L. törvény 227. § 3. pontja](#) szerint módosított szöveg.

35 A 15. § (4) bekezdés b) pontja a [2017: L. törvény 227. § 4. pontja](#) szerint módosított szöveg.

36 A 15. § (6) bekezdését a 2017: L. törvény 228. § c) pontja hatályon kívül helyezte.

37 A 15/A. §-t a [2006: CIV. törvény 5. §-a](#) iktatta be, hatályon kívül helyezte a [2011: CLXXIV. törvény 41. §-a](#) , újonnan a [2013: LXXXIV. törvény 47. § \(5\) bekezdése](#) iktatta be.

38 A 15/A. § (2) bekezdése a [2017: L. törvény 227. § 6. pontja](#) szerint módosított szöveg.

39 A 15/A. § (3) bekezdése a [2017: L. törvény 227. § 7. pontja](#) szerint módosított szöveg.

40 A 15/A. § (5) bekezdése a [2017: L. törvény 227. § 8. pontja](#) szerint módosított szöveg.

41 A 15/B. §-t a [2006: CIV. törvény 5. §-a](#) iktatta be, hatályon kívül helyezte a [2011: CLXXIV. törvény 41. §-a](#) , újonnan a [2013: LXXXIV. törvény 47. § \(5\) bekezdése](#) iktatta be.

42 A 16. §-t a [2011: CLXXIV. törvény 41. §-a](#) hatályon kívül helyezte, újonnan a [2013: LXXXIV. törvény 47. § \(5\) bekezdése](#) iktatta be.

43 A 16. § (1) bekezdését a 2017: L. törvény 228. § d) pontja hatályon kívül helyezte.



- <sup>44</sup>A 16. § (2) bekezdése a 2017: L. törvény 228. § e) pontja szerint módosított szöveg.
- <sup>45</sup>A 16. § (3) bekezdése a [2017: L. törvény 227. § 9. pontja](#) és a 228. § f) pontja szerint módosított szöveg.
- <sup>46</sup>A 16. § (4) bekezdése a 2017: L. törvény 228. § f) pontja szerint módosított szöveg.
- <sup>47</sup>A 16. § (4a) bekezdését a [2017: L. törvény 226. § \(1\) bekezdése](#) iktatta be.
- <sup>48</sup>A 16. § (10) bekezdése a [2017: L. törvény 227. § 10. pontja](#) szerint módosított szöveg.
- <sup>49</sup>A 16. § (11)–(12) bekezdését a 2017: L. törvény 228. § g) pontja hatályon kívül helyezte.
- <sup>50</sup>A 17. §-t megelőző alcímet a [2013: LXXXIV. törvény 47. § \(5\) bekezdése](#) iktatta be.
- <sup>51</sup>A 17. §-t a [2011: CLXXIV. törvény 41. §-a](#) hatályon kívül helyezte, újonnan a [2013: LXXXIV. törvény 47. § \(5\) bekezdése](#) iktatta be.
- <sup>52</sup>A 17/A. §-t a [2006: LXV. törvény 7. §-a](#) iktatta be, hatályon kívül helyezte a [2011: CLXXIV. törvény 41. §-a](#), újonnan a [2013: LXXXIV. törvény 47. § \(5\) bekezdése](#) iktatta be.
- <sup>53</sup>A 17/A. § (1) bekezdés c) pontja a [2017: L. törvény 227. § 11. pontja](#), a [2020: CLXVIII. törvény 67. §-a](#) szerint módosított szöveg.
- <sup>54</sup>A 17/A. § (1a) bekezdését a [2020: CXXVII. törvény 3. §-a](#) iktatta be.
- <sup>55</sup>A 17/A. § (2) bekezdése a [2017: L. törvény 227. § 12. pontja](#) szerint módosított szöveg.
- <sup>56</sup>A 17/B. §-t és a megelőző alcímet hatályon kívül helyezte a [2011: CLXXIV. törvény 41. §-a](#), a [17/B. §-t](#) újonnan a [2013: LXXXIV. törvény 47. § \(5\) bekezdése](#) iktatta be.
- <sup>57</sup>A 17/B. § (1) bekezdését a 2017: L. törvény 228. § h) pontja hatályon kívül helyezte.
- <sup>58</sup>A 17/B. § (3) bekezdését a 2017: L. törvény 228. § h) pontja hatályon kívül helyezte.
- <sup>59</sup>A 17/C. §-t a [2006: CIV. törvény 8. §-a](#) iktatta be, hatályon kívül helyezte a [2011: CLXXIV. törvény 41. §-a](#), újonnan a [2013: LXXXIV. törvény 47. § \(5\) bekezdése](#) iktatta be.
- <sup>60</sup>A 17/C. § (1) bekezdése a [2017: L. törvény 227. § 13. és 14. pontja](#) szerint módosított szöveg.
- <sup>61</sup>A 17/C. § (2) bekezdés b) pontja a [2017: L. törvény 227. § 15. pontja](#) szerint módosított szöveg.
- <sup>62</sup>A 17/C. § (2) bekezdés e) pontja a [2017: L. törvény 227. § 14. pontja](#) szerint módosított szöveg.
- <sup>63</sup>A 17/C. § (3) bekezdése a [2017: L. törvény 227. § 14. és 15. pontja](#) szerint módosított szöveg.
- <sup>64</sup>A 17/C. § (4) bekezdése a [2017: L. törvény 227. § 16. pontja](#) szerint módosított szöveg.
- <sup>65</sup>A 17/D. §-t a [2006: CIV. törvény 8. §-a](#) iktatta be, hatályon kívül helyezte a [2011: CLXXIV. törvény 41. §-a](#), újonnan a [2013: LXXXIV. törvény 47. § \(5\) bekezdése](#) iktatta be.
- <sup>66</sup>A 17/D. § (1) bekezdése a [2017: L. törvény 227. § 17. pontja](#) szerint módosított szöveg.
- <sup>67</sup>A 17/D. § (2) bekezdése a [2017: L. törvény 227. § 13. pontja](#) szerint módosított szöveg.
- <sup>68</sup>A 17/D. § (3) bekezdés nyitó szövegrésze a [2017: L. törvény 227. § 18. pontja](#) szerint módosított szöveg.
- <sup>69</sup>A 17/D. § (4) bekezdése a [2017: L. törvény 227. § 19. pontja](#) szerint módosított szöveg.
- <sup>70</sup>A 17/E. §-t megelőző alcímet a [2013: LXXXIV. törvény 47. § \(5\) bekezdése](#) iktatta be.
- <sup>71</sup>A 17/E. §-t a [2009: CXLIX. törvény 90. § \(2\) bekezdése](#) iktatta be, hatályon kívül helyezte a [2011: CLXXIV. törvény 41. §-a](#), újonnan a [2013: LXXXIV. törvény 47. § \(5\) bekezdése](#) iktatta be.
- <sup>72</sup>A 17/E. § (1) bekezdését a 2017: L. törvény 228. § i) pontja hatályon kívül helyezte.
- <sup>73</sup>A 17/E. § (2) bekezdése a [2017: L. törvény 227. § 20. pontja](#) szerint módosított szöveg.
- <sup>74</sup>A 17/E. § (4) bekezdése a [2017: L. törvény 227. § 21. pontja](#) szerint módosított szöveg.
- <sup>75</sup>A 18. § a [2013: LXXXIV. törvény 47. § \(6\) bekezdésével](#) megállapított szöveg.
- <sup>76</sup>A 18. § (1) bekezdése a [2013: CXXXI. törvény 4. § \(2\) bekezdés d\) pontja](#), a [2017: L. törvény 227. § 22. pontja](#), a [2017: CXXX. törvény 53. § b\) pontja](#) szerint módosított szöveg.
- <sup>77</sup>A 18. § (3) bekezdése a [2020: CXXVII. törvény 4. §-ával](#) megállapított szöveg.
- <sup>78</sup>A 19. § (1) bekezdésének felvezető szövege a [2006: CIV. törvény 13. § \(2\) bekezdésének h\) pontja](#) szerint módosított szöveg.
- <sup>79</sup>A 19. § (1) bekezdésének a) pontja a [2006: CIV. törvény 13. § \(2\) bekezdésének h\) pontja](#) szerint módosított szöveg.
- <sup>80</sup>A 19. § (1) bekezdés b) pontja a [2017: L. törvény 227. § 24. pontja](#) szerint módosított szöveg.
- <sup>81</sup>A 19. § (2) bekezdése a [2006: CIV. törvény 9. §-ával](#) megállapított, nyitó szövegrésze a [2017: CXXX. törvény 53. § c\) pontja](#) szerint módosított szöveg.
- <sup>82</sup>A 20. § (1) bekezdése a [2020: CXXVII. törvény 5. §-ával](#) megállapított szöveg.
- <sup>83</sup>A 20. § (2) bekezdése a [2011: CLXXIV. törvény 38. § \(3\) bekezdésével](#) megállapított szöveg.
- <sup>84</sup>A 21. § f) pontja a [2006: CIV. törvény 11. § \(1\) bekezdésével](#) megállapított, a [2012: LXXXVI. törvény 53. § \(2\) bekezdése](#) szerint módosított szöveg.
- <sup>85</sup>A 21. § i) pontja a [2012. évi XXI. törvény 7. §-ával](#) megállapított, a [2022. évi LXXIV. törvény 61. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>86</sup>A 21. § j) pontját a [2012. évi XXI. törvény 7. §-a](#) iktatta be, szövege a [2022. évi LXXIV. törvény 61. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>87</sup>A 21. § k) pontját a [2022. évi LXXIV. törvény 61. § \(2\) bekezdése](#) iktatta be.
- <sup>88</sup>A 22. § eredeti szövegének számozását (1) bekezdésre változtatta a [2006: CIV. törvény 11. § \(2\) bekezdése](#).
- <sup>89</sup>A 22. § (1) bekezdés a) pontja a [2017: L. törvény 226. § \(2\) bekezdésével](#) megállapított szöveg.
- <sup>90</sup>A 22. § bekezdését a [2006: CIV. törvény 11. § \(2\) bekezdése](#) iktatta be, egyidejűleg a § eredeti szövegének számozását (1) bekezdésre változtatta.
- <sup>91</sup>A 28. § (2) bekezdés záró szövegrésze a [2011: CLXXIX. törvény 235. § d\) pontjával](#) megállapított, a [2017: XCVI. törvény 2. §-a](#) szerint módosított szöveg.
- <sup>92</sup>A 28. § (2) bekezdés a) pontja a [2019: CXII. törvény 45. § 2. pontja](#) szerint módosított szöveg.
- <sup>93</sup>A 28. § (2a) bekezdését a [2017: XCVI. törvény 1. §-a](#) iktatta be.
- <sup>94</sup>A 28. § (2b) bekezdését a [2017: XCVI. törvény 1. §-a](#) iktatta be.
- <sup>95</sup>A 28. § (3) bekezdése a [2013: CXXXIII. törvény 100. §-ával](#) megállapított, a [2019: XXXVI. törvény 31. §-a](#) szerint módosított szöveg.
- <sup>96</sup>A 30/A. §-t a [2007: CXXXVII. törvény 95. § \(1\) bekezdése](#) iktatta be, szövege a [2012: CLI. törvény 59. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>97</sup>A IV. fejezetet a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte, újonnan a [2011: CLXXIV. törvény 36. § \(1\) bekezdése](#) iktatta be.
- <sup>98</sup>A 31. § (2) bekezdése a [2012: LXXXVI. törvény 56. § 1. pontja](#), a [2019: CXII. törvény 45. § 3. pontja](#), a [2021: XXXIX. törvény 39. §-a](#), a [2021: L. törvény 17. §-a](#) szerint módosított szöveg.
- <sup>99</sup>Az V. fejezetet a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte, újonnan a [2011: CLXXIV. törvény 36. § \(2\) bekezdése](#) iktatta be, szövege a [2012: XXI. törvény 8. §-ával](#) megállapított szöveg.
- <sup>100</sup>Az V/A. Fejezetet (33–45. §) a [2011: CLXXIV. törvény 37. § \(2\) bekezdése](#) iktatta be, hatályon kívül helyezte a [2020: CXXVII. törvény 7. §-a](#).

- <sup>101</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>102</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>103</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>104</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>105</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>106</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>107</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>108</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>109</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>110</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>111</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>112</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>113</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>114</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>115</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>116</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>117</sup>A 46–62. §-t a [2006: CIV. törvény 13. § \(3\) bekezdése](#) hatályon kívül helyezte.
- <sup>118</sup>A 63. § (3) bekezdését a [2007: LXXXII. törvény 2. §-ának 647. pontja](#) hatályon kívül helyezte.
- <sup>119</sup>A 63. § (4) bekezdése a [2006: CIV. törvény 12. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>120</sup>A 63. § (5) bekezdését a [2009: CIX. törvény 51. § \(10\) bekezdése](#) hatályon kívül helyezte.
- <sup>121</sup>A 63/A. §-t újonnan a [2012: XXI. törvény 9. §-a](#) iktatta be.
- <sup>122</sup>A 64. §-t a [2013: LXXXIV. törvény 47. § \(12\) bekezdése](#) hatályon kívül helyezte.
- <sup>123</sup>A 64/A. §-t a [2011: CLXXIV. törvény 36. § \(3\) bekezdése](#) iktatta be, szövege a [2012: LXXXVI. törvény 53. § \(1\) bekezdésével](#) megállapított szöveg.
- <sup>124</sup>A 64/B. §-t a [2011: CLXXIV. törvény 36. § \(4\) bekezdése](#) iktatta be.
- <sup>125</sup>Lásd a [321/2011. \(XII. 27.\) Korm. rendeletet](#).
- <sup>126</sup>Lásd a [321/2011. \(XII. 27.\) Korm. rendeletet](#).
- <sup>127</sup>Lásd a [321/2011. \(XII. 27.\) Korm. rendeletet](#).
- <sup>128</sup>A 64/B. § (4) bekezdését a [2021: L. törvény 18. §-a](#) hatályon kívül helyezte.
- <sup>129</sup>A 64/B. § (5) bekezdését a [2012: XXI. törvény 13. § b\) pontja](#) hatályon kívül helyezte.
- <sup>130</sup>A 64/C. §-t a [2012: CLI. törvény 60. §-a](#) iktatta be, szövege a [2013: LXXXIV. törvény 47. § \(11\) bekezdésével](#) megállapított szöveg.
- <sup>131</sup>A 64/C. § (1) bekezdése a [2014: LXXXVIII. törvény 457. §-a](#) szerint módosított szöveg.
- <sup>132</sup>A hatálybalépés időpontja 2013. július 1.
- <sup>133</sup>A 65. § nyitó szövegrésze a [2012: XXI. törvény 12. § b\) pontja](#) szerint módosított szöveg.
- <sup>134</sup>A 65. § d) pontja a [2017: L. törvény 226. § \(3\) bekezdésével](#) megállapított szöveg.
- <sup>135</sup>A 65. § h) pontját a [2007: CXXXVII. törvény 95. § \(2\) bekezdése](#) iktatta be.
- <sup>136</sup>A 65. § i) pontját a [2012. évi XXI. törvény 10. §-a](#) iktatta be, szövege a [2022. évi LXXIV. törvény 62. §-ával](#) megállapított szöveg.
- <sup>137</sup>A 65. § j) pontját a [2013: LXXXIV. törvény 47. § \(10\) bekezdése](#) iktatta be.
- <sup>138</sup>A 65. § k) pontját a [2013: LXXXIV. törvény 47. § \(10\) bekezdése](#) iktatta be.
- <sup>139</sup>A 65. § l) pontját a [2013: LXXXIV. törvény 47. § \(10\) bekezdése](#) iktatta be.
- <sup>140</sup>A 65. § m) pontját a [2017: L. törvény 226. § \(4\) bekezdése](#) iktatta be.
- <sup>141</sup>A 65. § n) pontját a [2024. évi XXVIII. törvény 6. §-a](#) iktatta be.
- <sup>142</sup>A 66. §-t a [2012: XXI. törvény 11. §-a](#) iktatta be.
- <sup>143</sup>A 67. §-t a [2020: CXXXVII. törvény 6. §-a](#) iktatta be.