DEBRECEN EXPAT GUIDE 2025



Debrecen4U

TABLE OF CONTENTS

Welcome to Debrecen

- 01.1 What does "Cívis" mean?
- 01.2 Debrecen
- 01.3 Interesting facts about Debrecen

102 Moving to Debrecen

- 02.1 Residence Permit & Registration Certificate
- 02.2 Taxation
- 02.3 Public healthcare

03 Settling in

- 03.1 Housing & Registering residence
- 03.2 Miscellaneous
- 03.3 Getting around in Debrecen

1 Work & Life

- 04.1 Job search and employment
- 04.2 Starting a business
- 04.3 Schools & Nurseries
- 04.4 Leisure



01.1What does "Cívis" mean?

Debrecen is often called the "cívis" city, referring to its unique inhabitants.

According to the Lexicon of Ethnography, the "cívis város" (cívis city) is the "distinctive name of the great market towns of the Great Plain, which obtained or approached the status of free royal towns, but whose citizenship consisted mainly of peasant farmers".

01.2 DEBRECEN

Debrecen is the second largest city in Hungary and is developing rapidly in every respect. Life in Debrecen is affordable, and the city is an attractive place to live, work and study, exceeding expectations whether you move here as an individual or with your family.

Debrecen withstood the Mongol hordes of the 13th century, the shadow of the Black Death, a century and a half of brutal fighting with the Turks, countless battles, and communism.

Debrecen, a city of historical significance, has been crowned the nation's capital twice, once after the short-lived revolution of 1849 and again at the end of the Second World War.

The historic city centre is a great place to walk around, learn about the city's history, and enjoy the many shops, restaurants, and cafés.

In addition to history, Debrecen also has a 200-year-old bathing culture. The Aquaticum Debrecen Spa offers a variety of treatments and thermal pools, while Aquaticum Debrecen Strand has a wide range of pools, slides and water attractions for summer fun.

Debrecen, a city that welcomes families, offers excellent public transport and incredible sights such as the Reformed Great Church, the Debrecen Zoo, the Great Forest, playgrounds, skating rinks, art museums and theatres.

Debrecen has year-round festivals of folklore, choirs, poetry, dance, jazz, and food. This rich history connects you to the past and intrigues you about the city's future.

01.3 INTERESTING FACTS ABOUT DEBRECEN



Debrecen Served as Hungary's Capital

Debrecen has been crowned the nation's capital twice, once after the short-lived revolution in 1849 and again at the end of the Second World War.



Market Town for Almost 600 Years

In 1361, King Louis the Great bestowed a royal charter upon Debrecen, granting it royal city rights and establishing it as a market town. Piac (Market) Street was the vibrant location of the renowned city fairs from times past.



200-Year-Old Bathing Culture

In 1820, a 65°C thermal spring was discovered near the Great Forest (Nagyerdő) in Debrecen, putting the city on the wellness map. The Aquaticum Spa offers baths with thermal water temperatures ranging from 34-38°C.



Debrecen, the "Calvinist Rome"

Debrecen is a city in
Hungary known for the
Reformed Theological
University, founded in 1538,
and the Reformed Great
Church, the country's
largest Protestant church,
built between 1805 and
1824. The city's population
is predominantly Protestant
(25%) followed by Roman
Catholic (11%).



Phoenix as an Important Symbol of Debrecen

A common sight in
Debrecen is the image
of the legendary
creature, the Phoenix.
In the city's coat of
arms, the Phoenix bird
emerging from the fire
symbolises the city's
never-ending renewal.



Birthplace of the Iconic Hungarian Dish "Goulash"

Debrecen is said to be the "birthplace of goulash". Its true origin, however, comes from the shepherds passing through the area.

MOVING TO DEBRECEN

Residence Permit, Taxation and Healthcare



Debrecen4U

VISA, RESIDENCE PERMIT & REGISTRATION CERTIFICATE

European Economic Area (EEA) Nationals



- European Union and citizens of any State that is a party to the Agreement on the European Economic Area (citizens of the European Union, Switzerland, Norway, Iceland and Liechtenstein) are allowed to stay in Hungary for 90 days in any 180 days without registration or permit.
- However, if they plan to stay
 for more than 90 days within a
 180-day period, they must
 apply for a Registration
 Certificate. This certificate
 allows them to reside in
 Hungary legally and is required
 for purposes such as
 employment, studying, or
 entrepreneurship.



Responsible authorities

National Directorate-General for Aliens Policing

Address: H-1117 Budapest, Budafoki út 60.

Call Center: +36 1 463 9292 (Mo-Thu: 8.00-16.00, Friday: 8.00-13.30)

Email: <u>migracio@oif.gov.hu</u> www.bmbah.hu

WHERE YOU COME FROM MATTERS



Third-country Citizens

- Third-country nationals are non-Hungarian nationals or nationals of a Member State of the European Union (EU) or the European Economic Area (EEA).
- Third-country citizens (non-EU/EEA nationals) need a visa or residence permit to stay in Hungary. The type of permit depends on the purpose of their stay.
- Third-country nationals can submit their application either at the Regional Directorate of Northern Lowland of the National Directorate-General for Aliens Policing or at the Hungarian Consulate in their country of residence, depending on their situation.
- If they are already in Hungary, they should apply at the Regional Directorate of Northern Lowland in Debrecen. If they are outside Hungary, they must apply at the Hungarian Consulate in their home country.

Responsible authorities

Regional Directorate of Northern Lowland of the National Directorate-General for Aliens Policing

Address: H-4033 Debrecen Sámsoni Road 145.

> Phone: + 36 52 503 840 Email: ear@oif.gov.hu www.bmbah.hu

Hungarian Consulate

Address: H-1027 Budapest Nagy Imre tér 4.

Phone: +36 1 458 1000

24/7 Call Centre: +36 80 36 80 36

Email:<u>taj.konz@mfa.gov.hu</u>

https://konzinfo.mfa.gov.hu/en

TAXATION



International citizens living in Hungary must apply for a tax card with a tax identification number if they earn taxable income, claim budget support or are self-employed.

General Rules for Taxpayer Registration

It is highly recommended that you apply for a tax card with a tax identification number before receiving any income in Hungary.

You or your employer can submit the necessary application before starting work or studying.

Employers can submit the application on your behalf at the National Tax and Customs Administration (NAV) office or online if they have the necessary authorization.

However, you may still need to provide personal documents, such as your passport and residence permit. If you are engaged in regular profit-making activities, such as renting out property, you will need to obtain a private entrepreneur's identity card before you start your business, and you will also need a Hungarian tax card with a tax identification number.

Expenses

The tax card is issued free of charge for first-time applicants. If lost or damaged, a replacement costs HUF 3,000.

NAV will mail the tax card within 15 days.

TAXATION

1 How to Apply

When applying for a tax identification number, you must present a valid **passport**, **residence permit** (if applicable) and a completed **application form** (T34).

The application can be submitted **in person** at any NAV office, **by post** to the relevant NAV directorate and **electronically** via a KÜNY account (if you have one).

Responsible authority in Debrecen

NTCA Hajdú-Bihar County Tax and Customs Directorate

Address: 4029 Debrecen,

Faraktár utca 29/C Phone: +36 52 517 200

Email: hajduavig@nav.gov.hu

Web: www.nav.gov.hu

Note for students:

International students in Hungarian higher education wishing to apply for scholarships must obtain a Hungarian tax card with a tax identification number

This step is essential, as scholarship payments are contingent on having this identification number.

Students should apply for the tax card upon their arrival in Hungary.

Useful tip



The form must be completed in blue pen and in block



01

General Information of the Hungarian Healthcare System

Hungary has a tax-funded universal health care system, which allows you to use **state-funded healthcare** services free of charge if you have a **Hungarian health insurance number** (TAJ number) and a **Hungarian healthcare card** (TAJ card).

International citizens working or studying in Hungary are covered under the National Health Insurance Fund (NEAK) in different ways:

Employees

If you work in Hungary, your employer automatically deducts health insurance contributions from your salary, granting you access to public healthcare services.

EU Citizens

You can use your European Health Insurance Card (EHIC) to access state healthcare during a short-term stay.

Students

If you are studying in Hungary under an international agreement or scholarship, you may be entitled to free medical care. Otherwise, you can sign an agreement with NEAK to receive coverage for 30% of the local minimum wage.

Non-EU Citizens

If you do not qualify for free healthcare, you must purchase private health insurance or register with NEAK for coverage.



European Health Insurance Card (EHIC)

The European Health Insurance Card (EHIC) enables individuals with health insurance in an EU nation to access necessary medical care across EU member states and in Iceland, Liechtenstein, Norway, and Switzerland. It is issued free of charge by the national health insurance provider and covers medically necessary treatment under the same conditions as residents. However, it is essential to note that the EHIC is not a substitute for travel insurance, as it does not cover private healthcare or repatriation costs.

Citizens from non-EU or non-EEA Countries

Citizens from non-EU or non-EEA countries should find out whether there is a reciprocal arrangement for free medical care between their country and Hungary. These agreements allow citizens to access medical care at reduced or no cost in partner countries.

Relevant information is available on the websites of the respective countries' embassies.

Useful tips

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International citizens and tourists in Hungary can receive first aid and emergency treatment without insurance or a TAJ number and TAJ card.

To check eligibility for health insurance in Hungary, contact the <u>National Health Insurance</u> Fund of Hungary (Nemzeti Egészségbiztosítási Alapkezelő or NEAK).



When to Apply?

- If you are employed, your employer will request a TAJ number for you before your contract starts.
- If you are a **student**, your university may apply for your TAJ number if you qualify for public healthcare.
- If you are self-employed or uninsured, you must apply for a TAJ number and TAJ card.

How to Apply?

Required Documents:

- · Passport or residence permit
- Proof of Hungarian address (address card or rental contract)
- Employment contract (if applicable)

Submit the Application:

- **Employees:** Employer submits the request to the National Health Insurance Fund (NEAK).
- Students: University submits the request if eligible.
- Self-employed/uninsured: Apply in person at the Government Office or online.

Receive TAJ Card:

- · Issued within 15 days.
- If lost, you can request a replacement.



Frequently Asked Questions (FAQ)

Why should I go to a GP first if I am ill?

General practitioners (háziorvos) are the first point of contact for accessing health care services in Hungary. They provide referrals to specialists and hospitals. Therefore, it is essential to register with a GP when you arrive in Hungary.

How can I see a specialist?

If you would like to consult a specialist (szakorvos), you need a referral from a GP. Once you have a referral, you can make an appointment with the specialist directly. However, you do not need a referral from a GP in case you want to see an ophthalmologist, an otolaryngologist, a dentist, a dermatologist, a gynaecologist, a surgeon or a traumatologist.

What should I do in case of an emergency?

In non-life-threatening or emergency cases, the GP on-call service should be contacted by calling 1830 outside the general practitioners' visiting hours.

Those who need emergency help should call 112.

Emergency care is free to all Hungarians and international citizens, regardless of nationality.

Where should I take my child if he/she is sick?

If the child is sick (not in case of emergency), you should consult a paediatrician. On-call paediatric services are available from 6 p.m. on weekdays until 8 a.m. the next morning and 24 hours a day on public holidays. The National Ambulance Service provides on-call paediatric care with the personal assistance of paediatricians in the Pediatric Clinic of the Clinical Centre of the University of Debrecen (Debrecen, Nagyerdei körút 98). Central on-call telephone number: 1830



1 Emergency Care for Adults

General practitioners

In non-urgent cases, but in the event of illness, you should always contact your GP first. To find out which GP belongs to your district, visit the following website here.

Emergency Clinics for Adults

Independent of citizenship, every patient in Hungary has the right to receive life-saving care in an emergency to prevent severe or permanent health impairment and to relieve their pain and suffering.

Clinical Centre of the University of Debrecen, Nagyerdei Campus Department of Emergency Medicine (emergency care with non-accidental injuries for Debrecen citizens):

- Nagyerdei Campus 4032 Debrecen, Nagyerdei körút 98
- Patient Admission Desk: + 36 52 411 600 / Extension 57136
- Dispatcher Information Desk Information for relatives (available between 6 a.m. and 10 p.m.): + 36 52 411 600 / Extension 59479

Clinical Centre of the University of Debrecen, Kenézy Gyula Campus Emergency Care Division (emergency care with non-accidental injuries for people belonging to the catchment area of Debrecen)

- Kenézy Gyula Campus 4031 Debrecen, Bartók Béla út 2-26
- Telephone number: +36 52 511 777, +36 52 511 832



03

Paediatric Emergency

Paediatric Emergency

Clinical Centre of the University of Debrecen, Paediatrics Clinic (emergency care with non-accidental injuries for Debrecen citizens and people in the catchment area of Debrecen under 18). **IMPORTANT INFORMATION ABOUT THE PEDIATRIC EMERGENCY CARE**

- Nagyerdei Campus 4032 Debrecen, Nagyerdei körút 98
- Telephone number: +36 52 255 603

Clinical Centre of the University of Debrecen, Kenézy Gyula Campus Orthopedic and Traumatology Clinic (accidental (traumatic) care for Debrecen citizens and people belonging to the catchment area of Debrecen):

- Kenézy Gyula Campus 4031 Debrecen, Bartók Béla út 2-26
- Telephone number: + 36 52 511 777 or + 36 52 511 779
- Information line: +36 80 204 414

The most important things to know

- What is the difference between out-of-hours GP services and emergency care?
- · Operation of emergency care
- Arrival, placement
- Information, notification
- · Release, departure

SETTLING IN DEBRECEN

Housing & Miscellaneous for Everyday Life



Debrecen4U

HOUSING



Real Estate Market in Debrecen

Debrecen's real estate market is rich in variety, offering a wide range of properties to cater to diverse needs and expectations.

Properties in Debrecen are readily available, from empty properties to fully furnished ones, ensuring you'll find the perfect match for your needs.

You can find apartments for rent in traditional brick 4-storey apartment blocks or 10-storey prefabricated buildings with lifts.

Recent years have seen a dynamic evolution in the real estate market, with many properties ready for their first tenants.

If you plan to stay in Debrecen longer, you might consider buying property in or around the city. When buying a home, costs are incurred:

- Realtor's Commission: 1.5% to 5% of the purchase price, plus VAT
- Legal Fees: Between 0.5% 2% of the purchase price, plus VAT
- Land Registry Fees: 10,600 HUF per property
- Purchase Tax (Transfer Tax): 4% of the property's market value
- · Fees for authentic translations
- Property Acquisition Permit (for Non-EU citizens): 50,000 HUF per property (Reduced Fee: HUF 10,000 for foreigners with free movement rights or those seeking Hungarian citizenship).

03.1

HOUSING



02

03.1 Renting a Place

There is a long tradition of renting residential properties in Debrecen, fulfilling the needs of foreign and Hungarian students and employees alike.

There are fixed-term and indefinite rental contracts for residential properties.

In general, it is common practice for the property owner/landlord to ask for a security deposit equivalent to two months' rent when concluding the contract. Tenants must usually pay the first month's rent before moving in.

In the case of international tenants, the contract text is bilingual, and two witnesses usually sign the document.

When concluding a contract, it is also worth noting the position of utility metres in pictures.

You can find most rental market listings on <u>Hungary's largest real</u> estate portal or get help from real estate agents and relocation companies who will guide you through the process, from moving to registering your new address.

Useful tips -\(\frac{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{\docum_{

Before concluding a contract, it is also advisable for the tenants to find out about the expected additional fees, including building expenses and utility fees such as heating, water, and electricity costs, which can be estimated based on average consumption.

HOUSING & REGISTERING RESIDENCE

03

As an **EU/EEA citizen**, you are not required to apply for a residence document during the first three months of your stay in Hungary. However, after three months, you may need to register your residence with the relevant authorities, such as the National Directorate-General for Aliens Policing, to obtain a **registration certificate**.

Required documents and application process for the registration certificate

Required Documents

- · Valid passport or ID
- Proof of accommodation (rental contract, dormitory certificate, or ownership document)
- Proof of financial resources (bank statement, scholarship certificate, or parental support declaration)
- · Health insurance proof
- · Completed application form
- Registration fee: HUF 1,000 for the certificate + HUF 5,700 for the address card

Application Process

- Apply online via the EnterHungary portal or in person at the National Directorate-General for Aliens Policing.
- 2. Provide the required documents.
- 3. Receive the Registration Certificate and Address Card by post.

HOUSING & REGISTERING RESIDENCE

03

Third-country citizens (**non-EU/EEA nationals**) must apply for a residence permit to stay in Hungary for over 90 days.

Residence Permit Options

- Temporary Residence Permit For short-term stays under specific agreements.
- Residence Permit for Employment Required for working in Hungary.
- EU Blue Card For highly skilled professionals.
- Digital Nomad Visa (White Card) For remote workers.
- Family Reunification Permit For joining family members already residing in Hungary.

Application Process

- 1. Submit the Application:
 - Outside Hungary: Apply at a Hungarian Consulate in your home country.
 - Inside Hungary: Apply at the National Directorate-General for Aliens Policing.

2. Provide Required Documents:

- Passport
- Proof of accommodation
- Employment contract (if applicable)
- Health insurance proof

3. Processing Time:

Typically 21–45 days, depending on the permit type

MISCELLANEOUS



Public Utility Service Providers

Debreceni Hőszolgáltató Zrt. (Debrecen heat supplier)

Address: 4026 Debrecen,

Darabos Street 16.

Website: Debreceni Hőszolgáltató

Email: <u>ugyfelszolgalat@dhrt.hu</u> Phone: +36 (52) 525-525

Debreceni Vízmű Zrt. (Debrecen water supplier)

Address: 4025 Debrecen,

Hatvan Street 12-14. Phone: +36 52 513 506

Website: Debreceni Vízmű Zrt.

MVM Next Energiakereskedelmi Zrt. (National energy supplier)

Address: 4026 Debrecen,

Barna Street 23.
Website: MVM Next

OPUS TITÁSZ Zrt. (Electricity and gas supplier)

Address: 4029 Debrecen,

Kossuth Street 41.

Phone: +36 52 511 100 Website: Opus Titász

Debrecen Hulladék Közszolgáltató Nonprofit Kft. (Household waste management)

Address: 4024 Debrecen, Vígkedvű Mihály Street 7. Phone: +36 (52) 563-944

E-mail: ugyfelszolgalat@dhkkft.hu
Web: https://www.aksd.hu/kapcsolat

Selective waste collection sites:

Debrecen, Sámsoni Road 141/a

Debrecen, Sennyei Oláh u. 13.

Debrecen, Bocskai square

Debrecen, TESCO Kishegyesi út 1.

Debrecen, Mikepércsi út 55/a

The waste collection points of used cooking oils can be found <u>here</u>.

MISCELLANEOUS



02

Telecome & WiFi

If you want to buy a Hungarian SIM card and phone number, you can either buy a pre-paid phone card or sign a contract with a telecoms operator for a monthly tariff package. Most providers also offer TV and internet services.

Telekom Magyarország



www.telekom.hu

Fórum Debrecen (4029 Debrecen, Csapó Street 30.) Debrecen Gambrinus köz (4024 Debrecen, Piac Street 26.) Tesco Debrecen (4031 Debrecen, Kishegyesi Road 1 - 11.)

One Magyarország



https://www.one.hu/welcome

Fórum Debrecen (4029 Debrecen, Csapó Street 30.) Tesco Debrecen (4031 Debrecen, Kishegyesi Road 1 - 11.)

Yettel Magyarország



https://www.yettel.hu/

Fórum Debrecen (4029 Debrecen, Csapó Street 30.) Tesco Debrecen (4031 Debrecen, Kishegyesi Road 1 - 11.) Yettel Kossuth (Kossuth Lajos Street 8.)

Flip (Service can be ordered online)



https://www.flip.hu/

GETTING AROUND IN DEBRECEN



01

Public Transportation

Debrecen has an efficient, diverse, low-cost public transport network, including bus, tram, and trolley bus lines. Using any transportation in the city will allow you to reach your destination quickly and conveniently. There are two trams, five trolleys, and 51 bus lines.

The local public transport company **<u>DKV Zrt</u>** provides Debrecen's public transport, while nearby towns and villages are linked to the city by Hajdú Volán bus services.

As of 2024, public transport in Hungary is **free for everyone aged 65** and older, regardless of nationality. Hungarian, EU/EEA citizens and third-country nationals over 65 can use local buses, trams, and trains without purchasing tickets as long as they can prove their age with a passport or official ID.

Children and students aged 6-14 attending public educational institutions or kindergartens in Debrecen can use local public transport free of charge with the Junior Debrecen City Card.

You can buy a ticket at the vending machine, usually at the stops. Additionally, the driver can purchase single tickets for an extra fee.

However, it's even easier and more convenient to download the app and purchase tickets online.



GETTING AROUND IN DEBRECEN



01

Further Transport Solutions in and around Debrecen

How to Get Debrecen by Air

Open to the international public since 2004, <u>Debrecen International Airport</u> is one of Hungary's five international airports and the second busiest after Budapest Ferenc Liszt International Airport.

How to Get Debrecen by Bus

Thanks to the well-established bus network, Debrecen is easy to reach by bus. To check out the current schedule of buses, visit the following website <u>here</u>.

How to get Debrecen by Train

Thanks to the well-established nationwide intercity train network, Debrecen is easy to reach by train. To check out the current schedule of trains, visit the following website <u>here</u>.

Bolt is an app for ordering a car. It is fast, convenient, and straightforward. The app is available for iOS and Android devices.

Főnix Taxi is the largest and market-leading taxi company in Debrecen. You can also order a taxi via a GPS location application.



www.fonixtaxi.hu

GETTING AROUND IN DEBRECEN

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03 Parking

Those who drive can park in 5,300 above-ground, five underground, three downtown businesses, and three private car parks around Debrecen.

The minimum parking time is 15 minutes, and there are usually two- to four-hour limits.

Parking fees differ according to parking zones. You can pay for above-ground parking at payment machines or using your mobile phone. **More information on parking opportunities in Debrecen can be found** here.

Practical tips

- · Parking fees differ according to parking zones
- · Parking machines only accept coins
- Parking fees can be paid by cash (machine) or by phone (local mobile provider)

The <u>Waze application</u> can help avoid congestion and traffic jams in the city.

Parking payment: www.rollet.hu

Parking provider: www.dvparking.hu

WORK & LIFE

Starting Career & Business in Debrecen



Debrecen4U

JOB SEARCH & EMPLOYMENTS



01

Employment Rules

In Hungary, an employment contract is mandatory and must be in writing. The contract should comply with Hungarian labour laws, which may have specific provisions for non-EU workers.

Act I of 2012 (Labour Code) regulates labour laws, as the Labour Authority's website shows.

The regulation is very similar to the labour laws of other European countries in that it requires minimum content requirements for employment contracts. Employment contracts, modifications, and terminations must be incorporated in writing. They are usually concluded for an indefinite period.

Key Elements of an Employment Contract in Hungary

- Basic information (names and contact details of both employer and employee),
- · Job title and responsibilities,
- · Salary and bonuses,
- Working hours,
- · Termination terms,
- · Non-Disclosure Agreement,
- Trial period (typically up to 3 months),
- · Type of contract (fixed vs. indefinite),
- Work location and
- · Employer's rights

04.1

JOB SEARCH & EMPLOYMENTS



01

Employment Rules

As of 1 January 2025, the minimum wage (gross) in Hungary is HUF 290,800, and the guaranteed minimum wage (gross) is HUF 348,800.

However, employees' pay is based on the responsibilities of their job, their education, and their professional experience.



STARTING A BUSINESS



Thanks to its low corporate tax rate (9%), streamlined registration process, and central location in Europe, Hungary is a great place to start a business. Here are some common business types you can set up:

Popular Business Structures:

- Kft. (Limited Liability Company): The most common choice for small and medium-sized businesses.
- Zrt. (Private Joint-Stock Company): Ideal for larger businesses with shareholders
- **Sole Proprietorship**: A simple option if you want to operate independently.
- Branch Office: If you own a company abroad, you can establish a branch in Hungary.
- Startup or Tech Company: Hungary has a growing startup ecosystem, especially in Budapest.

Key Steps to Start a Business

- Choose a Business Structure: Kft. is the most popular choice due to its flexibility.
- Register Your Business: The process is fast and can be completed in a few days.
- Open a Business Bank Account: Required within 8 days of incorporation.
- Get a Tax Identification Number: Essential for legal operations.
- **Hire an Accountant:** Even if your business is small, Hungarian law requires an accountant.

International citizens outside the EU may need a residence permit to run their businesses. Hungary is a solid choice if you're looking for a business-friendly environment with low taxes.

STARTING A BUSINESS



The <u>e-government portal</u> provides all relevant information on starting a business in Hungary.

Authorities Involved in Company Formation and Operation

National Tax and Customs Administration (NAV)

NAV is responsible for overseeing tax collection and customs enforcement in Hungary. It ensures compliance with tax laws, facilitates trade, and combats tax fraud and smuggling. NAV provides services for individuals and businesses, including tax registration, filing, and audits.

<u>Hungarian Chamber of Commerce and Industry (HCCI)</u>

HCCI supports economic development, ensures fair market practices, and represents businesses' interests in Hungary. Businesses must initiate their registration and pay an annual contribution fee. The Debrecen branch is the Chamber of Commerce and Industry of Hajdú-Bihar County (HBKIK)

Hungarian Intellectual Property Office

The Hungarian Intellectual Property Office, directed by the Government, provides all information about intellectual property in Hungary, including patents, trademarks, and copyrights.

<u>Hungarian Investment Promotion Agency (HIPA)</u>

The Government of Hungary, through HIPA and the <u>City of Debrecen</u>, offer a range of support and incentives for businesses to set up and create jobs in Debrecen



The Hungarian education system is predominantly state-run.

Hungary has a strong tradition in education, with **free health insurance for students** and a flexible system allowing transitions between different types of schools.

The Hungarian school system is structured into several levels:

- Preschool (Óvoda): Compulsory from age 3 to 6, focusing on early childhood development.
- Primary School (Általános Iskola): Lasts for 8 years, covering basic education.
- Secondary Education:
 - Gymnasium (Gimnázium): Prepares students for university studies.
 - Vocational Secondary School (Szakközépiskola):
 Offers both academic and vocational training.
 - Technical School (Szakiskola): Focuses on practical skills for employment.
- Higher Education: Universities and colleges offer Bachelor's, Master's, and Doctoral degrees. Many programs are available in English and German, attracting international students.



International School of Debrecen (ISD)



Since September 2019, the International School of Debrecen (ISD) has provided high-quality English education at all levels, from kindergarten to secondary school.

ISD attained authorisation for the Primary Years Programme in May 2022, the Diploma Programme in April 2023, and the Middle Years Programme in June 2023.

ISD is Hungary's first IB Continuum school, where students can experience an IB education at all grade levels and graduate with the coveted IB Diploma.

The school offers international-level (IB) education for international and Hungarian students in a modern and professional environment in Debrecen-Pallag. It equips students with essential skills and knowledge that give them a foundation for a prosperous future in higher education and beyond.



https://isd.debrecen.hu/



<u>Deutsche Schule Debrecen</u> (German Primary School)



Deutsche Schule Debrecen (German Primary School of Debrecen) offers a German-language curriculum for students in grades 1-4, with **native German-speaking teachers**.

Hungarian pupils will learn literature and grammar in Hungarian and according to the Hungarian curriculum, while foreign children will also be able to learn Hungarian as a foreign language.

The children will receive a German certification that is equivalent to one that can be obtained in Germany.

The language of teaching is German

https://ubz-dgd.hu/de/home/





Language Learning Opportunities in Debrecen

Debrecen offers a wide range of language learning opportunities for people living, working or studying in the city.

Language courses are available in several European and world languages, including but not limited to English, German, French, Spanish, Italian, Russian, Dutch, Swedish, Norwegian, Romanian, Turkish, Arabic, Hebrew, Japanese, Chinese, Korean and Hungarian.

In addition to local language schools, the <u>Foreign Language Centre</u> of the <u>University of Debrecen</u> provides several foreign language courses for students and anyone living in Debrecen. Similarly, the Foreign Language Section of Debrecen Summer School offers a list of foreign language courses specially designed for non-Hungarians.

The recently established <u>Confucius Institute of the University of</u>
<u>Debrecen</u> is the best place to learn Chinese with native teachers. At the same time, <u>King Sejong Institute</u>, <u>Debrecen</u>, has successfully organised the ever-popular Korean language courses since 2020.

Foreigners who would like to learn Hungarian can select from various options. The most prestigious institution of its kind, **Debrecen Summer School**, was established in 1927 and has served the international community ever since.

In addition to the traditional two- or four-week Hungarian Language and Culture Summer Courses, the school offers Hungarian courses on every level throughout the year for groups and individuals onsite and online.

LEISURE

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Festivals All Year Round

Every year, the city hosts numerous cultural and gastronomic events that attract thousands of visitors and tourists to Debrecen. Some of the best-known events include:



GOURMET FESTIVAL (JUNE)

During the three-day festival, fine-dining restaurants, cafes, and food trucks creatively prepare their delicious dishes and offer a unique gastronomic experience to visitors.

CAMPUS FESTIVAL (JULY)

The Campus Festival is one of the country's biggest open-air music festivals. It usually features more than 200 concerts and DJ performances in 19 venues.





FLOWER CARNIVAL (AUGUST)

With a 56-year tradition, the carnival is now far more than just a parade of spectacular floral compositions and international artistic ensembles. It is a week-long colourful programme of events where visitors can find the entertainment that appeals to them most.

Read more: Debrecen4U

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