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**THE ORGANISATION AND OFFICIALS  
OF THE HUNGARIAN PUBLIC  
ADMINISTRATION**

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## Introduction

The review “*The organisational and officials of the Hungarian public administration*” was prepared for the Hungarian Presidency of the Council of the European Union 2024 as part of the European Public Administration Network (EUPAN) activity.

This comprehensive overview detailing the Hungarian public administration's structure, organization, and personnel policy system aims to provide an informative foundation for EUPAN activities.

The review provides detailed insights into the Hungarian public administration system, allowing EUPAN members to benchmark and compare their own structures and practices. EUPAN participants can identify areas for shared initiatives by understanding Hungary's public administration framework.

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## 1. The Organisation of Public Administration<sup>1</sup>

The organisation of Hungarian public administration can be divided into two distinct parts; *central administration* and *territorial-local administration*. While at central level there are only state administration bodies dealing with uniform matters nationwide, at local level there are both state administration bodies and local government bodies. The first is dominated by the administration of national affairs managed at the territorial level, while the second is dominated by the administration of affairs of local relevance.

### 1.1. Central bodies of Public Administration

The common characteristic of central bodies is that they operate on a countrywide basis, otherwise known as having *national jurisdiction*. It also follows that these bodies are at *the highest level of* their respective administrations (e.g. the Ministry of Interior is the highest organisational level specialised in home affairs).

Central bodies can be distinguished according to whether they can only deal with certain administrative matters (e.g. among others, the Ministry of Interior is responsible for home affairs) or whether they are responsible for the management of the whole administration (only the Government is authorised to do so). Organisations that deal with only a specific issue are called *specialised bodies*. *In contrast*, the Government is *a body with general powers*.

Central bodies of administration can also be distinguished according to whether they are *under the control of the Government* or operate *independently of it*. For example, ministries are under the control of the Government (e.g.: Ministry of Interior). At the same time, the so-called autonomous state administration bodies (e.g. the Hungarian Competition Authority) are not, as their name implies, under the control of the Government.<sup>2</sup>

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<sup>1</sup> Contributor to translation: KAMRÁS, István.

<sup>2</sup> For more information see: SZALAI, András (2020): Central Bodies of Public Administration. In: SZALAI, András (ed.): *The Science and Practice of Public Administration*. Budapest, HVG-ORAC Publishers. 177-178.

The following *types of organs* are classified as central bodies:

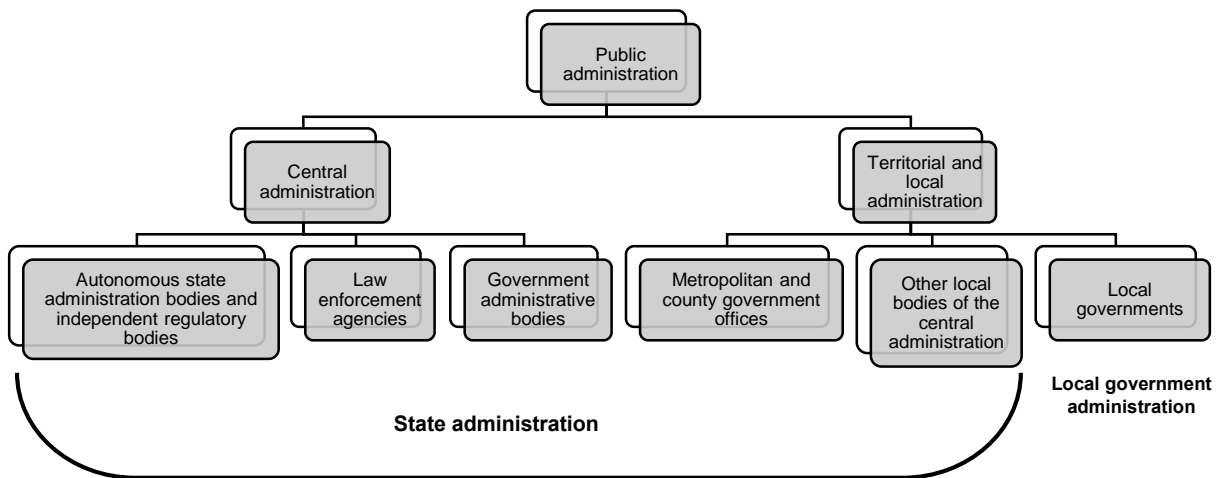
- the Government,
- ministries,
- main government agencies,
- central agencies,
- autonomous state administration bodies,
- independent regulatory bodies,
- law enforcement agencies.

The Government, ministries, main government agencies and central agencies are collectively called *governmental administrative bodies*. Similarly, autonomous state administration bodies and independent regulatory bodies *are distinguished as bodies with a special status* (complemented by offices of public authorities not classified as state administration bodies; and the offices of public corporations)<sup>3</sup>

It is worth mentioning that some central bodies have decentralised bodies *at territorial level* (such as the Nógrád County Directorate of the Hungarian State Treasury).

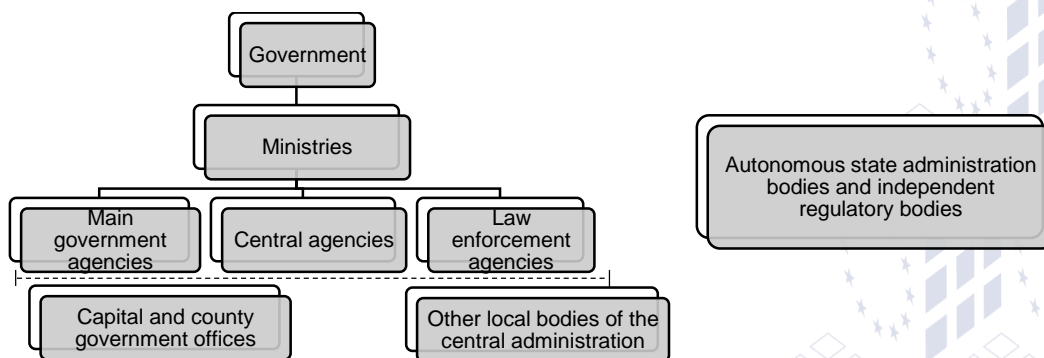
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<sup>3</sup> Act XLIII of 2010 on Central State Administration Organs and the Legal Status of Members of the Government and State Secretaries § 1.



**Figure 1: Organisation of the Hungarian public administration**

First, we shall present the *state administration*. The organisational and operational rules of state administration bodies are governed by Act CXXV of 2018 on Government Administration (hereinafter referred to as Kit.) and Act XLIII of 2010 on Central State Administration Organs and the Legal Status of Members of the Government and State Secretaries (hereinafter referred to as Ksztv.). The diagram below shows the relative position of the state administration bodies (the dotted line does not indicate direct subordination but refers to the organisational level occupied).



**Figure 2: Location of public administrations in relation to each other**

In the following, we review the main characteristics of *government administration bodies*.

### 1.1.1. The Government

The Government is the *supreme body of Hungarian public administration*. It is a body with general powers and nationwide competence, and therefore operates on a national scale, dealing with all branches of public administration (including home affairs and defence). The precise tasks of the Government are difficult to define, but it is possible to group them. We can distinguish between two types of roles: the so-called state administration role and the governmental role.<sup>4</sup>

#### 1.1.1.1. Role of State Administration

The Government performs various *public administration tasks*. It directs the activities of subordinate governmental administrative bodies and coordinates their activities.

#### 1.1.1.2. The Governmental Role

The Government's role in governance is primarily *to determine the general policy of the country* and, on that basis, its *foreign and domestic policy*. This includes, for example, shaping the country's political system, social system, economic policy or even employment policy.

#### 1.1.1.3. Members and Functioning of the Government

The Government is a collegial body, made up of the *Prime Minister* and *ministers*. Both the Prime Minister and the ministers are senior political leaders (i.e. political rather than professional). *Cabinet meetings are the most important manifestation of the*

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<sup>4</sup> For more information see: LŐRINCZ, Lajos (2010). Basic Institutions of Public Administration. Budapest, HVG-ORAC Publishers. 117-118.



government's operation. In its state administration and governmental role the Government also establishes its official positions and makes decisions during weekly meeting. To be able to deal with the large number of proposals on the agenda, it needs to prepare these meetings properly. This is managed by the so-called "*Meeting of Permanent State Secretaries*", which precedes the Cabinet meetings. Its most important task is to review and discuss the proposals received from the ministries and, overall, to prepare in detail the decisions of the Government.

The work of the Government may be assisted by Cabinets, Government Committees, Government Commissioners and Prime Minister's Commissioners, which, similarly to the Government, operate in a collegial form. However, they are not usually entitled to take specific decisions and typically meet less frequently and in a narrower circle (i.e. only the heads of the relevant ministries attend these meetings). Their activities may be preparatory, advisory or consultative nature. One such cabinet is the so-called *Economic Cabinet*, which discusses economic policy issues before a cabinet meeting.<sup>5</sup>

The Prime Minister is a prominent figure in the Government, shown by the fact that the Prime Minister chairs the meetings. Decisions of the Government may be, inter alia, decrees or resolutions. Cabinet meetings must be documented. The Government Office of the Prime Minister and its Permanent State Secretary play a major role in the preparation and conduct of meetings.

## **1.1.2. Ministries**

### **1.1.2.1. Basic Characteristics of Ministries**

A ministry is a Minister's *working organisation*. Ministries are under the control of the Government, they perform specialised administrative tasks, and they are responsible for the day-to-day administration of affairs. Ministries *have a dual function*: they are

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<sup>5</sup> See more in: JUHÁSZ, Dezső - SZALAI, András (2021): The Government (§§ 5-15). In: HAZAFI, Zoltán – LUDÁNYI, Dávid (eds.): *Commentary to Act CXXV of 2018 on Government Administration*. Budapest, National University of Public Service. 53-68.



involved in carrying out the tasks of the specialised administration, but at the same time they also play a role in the policy development of their own administrative sector, and in the formulation of sectoral policy. Ministries also have a nationwide competence and represent the highest level within their own sector. They have special powers, subject only to the general powers of the Government.<sup>6</sup>

#### 1.1.2.2 Organisation and Management of Ministries

A ministry *is headed by a Minister*. The tasks of a Minister shall be laid down by a Government decree. A Minister's *tasks* include drafting regulations; preparing proposals for the government; preparing legislation; drawing up sectoral strategy; implementing legislation, steering, supervision and controlling; establishing and maintaining international relations; and liaising with NGOs.

The organisational structure of a ministry is determined by the Minister. The *organisational structure of ministries* can vary. However, what they all have in common is that they are divided into Minister's Cabinets (not to be confused with the cabinet meetings in 1.1.1.3.), departments and secretariats. A department and a secretariat, if led by a head of department, may be divided into units.

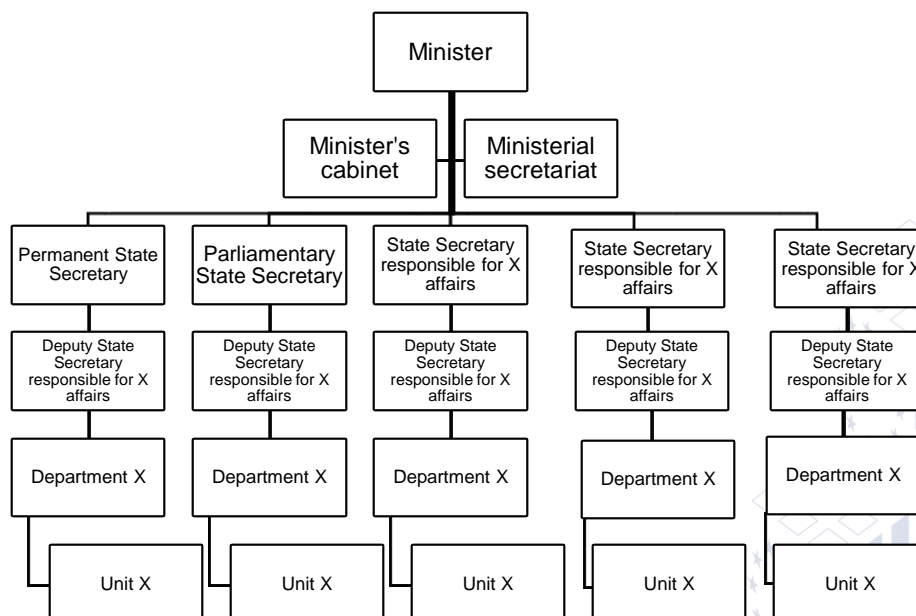
*Ministers* are supported by *their deputies* in policy-making and implementation tasks. The Minister is deputised by two types of State Secretaries; the Parliamentary State Secretary, who is a political leader, and the Permanent State Secretary, who is a professional senior manager.

The *State Secretary* is the Minister's fully authorised deputy who is responsible for a sector in the ministry. For this reason, the Minister appoints a *Deputy Minister* (typically the Parliamentary State Secretary) who generally replaces the Minister in policy-making (for example, he may attend parliamentary meetings in place of the Minister). The Ministry's organisation is headed by the *Permanent State Secretary, who acts*

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<sup>6</sup> For more information see: LŐRINCZ, Lajos (2010): Basic Institutions of Public Administration. Budapest, HVG-ORAC Publishers. 119-127.

under the direction of the Minister, in accordance with the relevant laws and professional requirements. As a general rule, the *Permanent State Secretary* exercises the rights of employer over government officials working in the ministry. While the main function of the Secretary of State is to replace the Minister in a political capacity, the Permanent Secretary of State relieves the Minister of the burden of running the office of the Ministry (for example, by exercising the power of employer in relation to government officials). The Minister is also assisted by *Deputy State Secretaries*, who take responsibility for the management of particular areas. The Deputy State Secretary is directed by the State Secretary or the Permanent State Secretary. The Deputy State Secretary may be substituted by a *head of department* or another Deputy State Secretary. A department is led by the head of department, while units are led by either a head of department or a separate head of unit. The Minister's duties are also supported by *other auxiliary bodies*. Such auxiliary bodies may be the Minister's cabinet or secretariat.<sup>7</sup>



**Figure 3: Organisational structure of ministries**

<sup>7</sup> For more information see: JUHÁSZ, Dezső - SZALAI, András (2021): The Prime Minister's Office and the Ministry (§§ 16-33/A). In: HAZAFI, Zoltán - LUDÁNYI, Dávid (eds.): *Commentary to Act CXXV of 2018 on Government Administration*. Budapest, National University of Public Service. 69-97.

### 1.1.3. Main Government Agencies and Central Agencies

In some respects, main government agencies and central agencies are of less importance *than ministries*. Their leaders are usually called presidents and are therefore not members of the Government. Consequently, they do not have the power to make regulations and ultimately have much less influence on policy development in their own field (thus, they primarily perform tasks of a law enforcement nature.) However, *they are similar to ministries* in that they also have a nationwide competence and specific powers (i.e. for their own sector). They are also similar in their organisational structure and staffing. For example, the Hungarian State Treasury (as a central agency) is headed by a president. While the Treasury undoubtedly plays an important role in the implementation of budgetary tasks, it does not have as strong influence on budgetary policy as the Minister of Finance, who supervises it. Its tasks are more executive in nature (e.g. central payroll accounting).<sup>8</sup>

### 1.1.4. Autonomous State Administration Bodies and Independent Regulatory Bodies

The most important *common feature* of these bodies is that, although they have nationwide competence and special authority, they are part of the central government and perform tasks in the interest of the public or the state administration, without being under the control of the Government. This is significant due to the nature of the activities they perform. Although these bodies also have administrative duties, these cover areas in which independence and impartiality from the Government are particularly important. The heads of these bodies are therefore accountable not to the Government but to the Parliament. This independence also applies to the officials. Along with some other aspects, the demand for independence connects the bodies responsible for monitoring compliance with market competition conditions and

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<sup>8</sup> For more information see: JUHÁSZ, Dezső - SZALAI, András (2021): The Government General Office and the Central Office (§§ 34-38). In: HAZAFI, Zoltán - LUDÁNYI, Dávid (eds.): *Commentary to Act CXXV of 2018 on Government Administration*. Budapest, National University of Public Service. 98-113.

ensuring the transparency of public procurement.<sup>9</sup> *The main difference* between autonomous state administration bodies and independent regulatory bodies is that only the latter have the power to issue regulations (i.e. their independence is even stronger than that of autonomous state administration bodies, as their summary name implies). Autonomous state administration bodies and independent regulatory bodies are listed in Ksztv.

<b>Autonomous state administration bodies</b>	<b>Independent regulatory bodies</b>
National Authority for Data Protection and Freedom of Information	Hungarian Energy and Public Utility Regulatory Authority
Hungarian Competition Authority	National Media and Infocommunications Authority
Public Procurement Authority	Supervisory Authority of Regulatory Affairs
National Election Office	Hungarian Atomic Energy Authority
Directorate-General for Auditing European Funds	
Integrity Authority	
Sovereignty Protection Office	

**Table 1:** *Autonomous state administration bodies and independent regulatory bodies*

## 1.2. Territorial and Local Bodies of Public Administration

At the territorial and local levels of the Hungarian public administration, a distinction must be made whether the bodies in question perform *state administrative* or municipal (local government) functions.

Based on this:

- state administration tasks are carried out by the capital and county government offices and district offices,

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<sup>9</sup> For more information see: SZALAI, András (2020): Central Bodies of Public Administration. In: SZALAI, András (ed.): *The science and practice of public administration*. Budapest, HVG-ORAC Publishers. 220-222.

- municipal functions are carried out by local governments and their administrative bodies.

## **1.2.1. Metropolitan and County Government Offices**

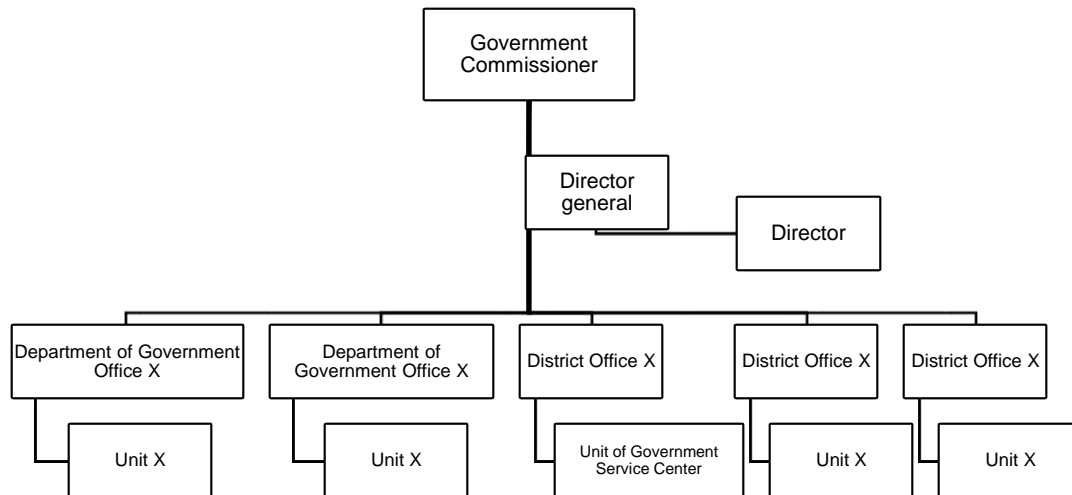
### 1.2.1.1. Basic Characteristics of Metropolitan and County Government Offices

The *Metropolitan and County Government Offices* are territorial government administration bodies of the Government with general competences. Government offices are led by government commissioners appointed by the Prime Minister and they operate in each county (County Government Offices) and the capital city of Budapest (Metropolitan Government Office). They have a wide range of responsibilities in their respective areas. Government offices coordinate and facilitate *the territorial implementation of government tasks* (i.e. the tasks of central government administrations).

### 1.2.1.2. Organisation and Management of the Metropolitan and County Government Offices

The Government Office is headed by the Government Commissioner and is assisted by the Director-General and the Director, who are the professional heads of the Office. The position of the Government Commissioner is a political position, appointed by the Prime Minister. The Government Commissioner exercises the duties and powers of the government office, and also holds employer authority over the officials and employers of the government office. The Director-General is in a government service employment relationship, with an indefinite term of appointment. The director-general is the general deputy of the Government Commissioner and also leads the official organization of the government office. The Government Office is divided into departments led by head of departments and into district offices (metropolitan district offices in case of the capital city). The district (metropolitan district) offices are integral sub offices of the government offices, and as such they are the lowest level units of territorial state administration and they function as branches of the county (capital) government

offices. The head of the district office is the *district registrar*, who is a professional head. The registrar is supported by a deputy registrar. The government offices operate a so-called integrated customer service, which is called *the Government Service Centre*. *These Government Service Centers* are located in the district offices.<sup>10</sup>



**Figure 4: Organisational structure of government offices**

The government office is directed by the Government through the minister appointed by government decree for the management of the government office (currently the Minister of Public Administration and Justice). Due to the wide-ranging responsibilities of the government office, the minister who holds the relevant responsibilities in the Government Statute may also participate in the professional management (otherwise known as the professional supervising minister).<sup>11</sup>

<sup>10</sup> For more information, see: HEGYESI, Zoltán - JUHÁSZ, Dezső (2021): Government Offices (§§ 39-50).: *Commentary to Act CXXV of 2018 on Government Administration*. In: HAZAFI, Zoltán - LUDÁNYI, Dávid (eds.): *Commentary to Act CXXV of 2018 on Government Administration*. Budapest, National University of Public Service. 114-141.

<sup>11</sup> Government Decree 182/2022 (May 24) on the competences and powers of the members of the Government.



### 1.2.2. Local Governments

Hungary has a *two-tier* local government structure. *Municipal governments* are found in villages, towns, cities with district seats, cities with county rights and the districts of the capital. Their primary task is to take care of *local public affairs*. *Territorial governments* are the county governments, whose role is complementary to that of the local governments.

The main rules governing the organisation and operation of local governments are laid down in the Act CLXXXIX of 2011 on the Local Governments of Hungary (hereinafter referred to as Möt.v.). The fulfillment of local government tasks is ensured by the *body of representatives* and its organs. The body of representatives of the local government consists of representatives and the mayor. The *organs* of the body of representatives are: the mayor, the mayor's office, the clerk, the committees, the association, the body of the sub-district local government. The body of representatives shall hold the number of *meetings* laid down in the rules of organisation and operation, with a minimum of six *meetings* per year. The mayor convenes and chairs the meetings and, in case of obstruction, the deputy mayor replaces him. Generally, meetings are open to the public, but they may also be held in camera (for example, when dealing with a matter concerning a municipal authority or a conflict of interest). Minutes of the meeting must be taken and signed by the mayor and the clerk. The clerk must send the minutes to the government office. The quorum for a meeting of the body of representatives shall be more than half of the members present. The decision of the body of representatives may be a decree or a resolution. The adoption of decrees is a non-delegable power of the body of representatives. A qualified majority vote is required for the adoption of a regulation.<sup>12</sup>

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<sup>12</sup> See more in FEIK, Csaba (ed.): *Hungary's Local Governments*. Budapest, Ludovika University Press.



## 2. Officials of Public Administration

### 2.1. Characteristics of Civil Service Legislation Applicable to Officials in Public Administration

The role of civil servants in the efficient and professional management of public administrations *is of paramount importance*. Currently, the legal regulation of the *civil service* in the Hungarian public administration is significantly differentiated.<sup>13</sup> The status of civil servants are regulated by the following public service acts:

<b>Grouping of administrative officials</b>		
Act CXXV of 2018 on Government Administration (Kit).	Applies to officials in central and territorial governmental administrative bodies.	This includes government officials working in ministries (e.g. the Ministry of Defence), main government agencies (e.g. the Central Statistical Office), central agencies (e.g. the Education Office), capital and county government offices and district offices.
Act CXCIX of 2011 on Public Service Officials (hereinafter referred to as Kttv.)	Applies to employees in the administrative bodies of local governments.	Includes civil servants and civil service administrators working at local governments.
Act CVII of 2019 on Special Status Organs and the legal Status of Persons Employed by them (hereinafter referred to as Küt.)	Applies to officials working for bodies with a special status.	This includes civil servants working in autonomous state administration bodies (e.g. the Hungarian Competition Authority), independent regulatory bodies (e.g. the National Media and Infocommunications Authority), offices of public authorities (e.g. the Office of the Constitutional Court), and offices of public bodies (e.g. the Secretariat of the Hungarian Academy of Sciences).
Act CXXX of 2020 on the Legal Status of the Personnel of the National Tax and Customs Administration (hereinafter referred to as NAV szjtv.)	Applies to officials working in the tax administration area of the National Tax and Customs Administration.	Includes employees working as officials in the National Tax and Customs Administration.

**Table 2:** Overview of acts on legal status in the Hungarian public administration

<sup>13</sup> See more in HAZAFI, Zoltán (2023): *A Paradigm Shift in the Hungarian Civil Service*. Budapest, Ludovika Egyetemi Kiadó.

## 2.2. Establishment and Modification of a Legal Relationship

### 2.2.1. Selection

The *selection* procedure is carried out by the administrative body on its own initiative or by the Personnel Centre (located in the Government Office of the Prime Minister). If it does so on its own initiative, the post may be filled by a restricted or self-administered application procedure.

The *general conditions of appointment* are the uniform employment requirements expected of all candidates. Only those who meet all these requirements can therefore be officials. The general conditions of appointment are laid down in each civil service law. In general, they are as follows.

- Capacity to act;
- age limit (18-70 years);
- Hungarian citizenship;
- no criminal record;
- a minimum level of education (secondary school leaving examination or, in some civil service laws, an intermediate-level vocational qualification).






**Table 3:** *General conditions of appointment in the Civil Service Acts*

*Specific conditions of appointment* are generally defined as specific employment requirements (e.g. professional experience, specific educational qualifications or the fulfillment of a specific obligation, etc.) for certain posts or positions in certain public administration bodies. These may be imposed by legislation at various levels (mainly laws or government decrees) or by the employer.<sup>14</sup>

<sup>14</sup> For more information see: LUDÁNYI, Dávid (2022): Some Current Issues in the Establishment of the Civil Service Relationship. *New Hungarian Public Administration*, 2022/2. 47-59.

## 2.2.2. The Appointment and the Conditions of Validity

Once the most suitable candidate has been selected, the legal relationship is established *by appointment and its acceptance*. *The appointment and acceptance shall be in writing*. Any appointment which is contrary to the law *shall be null and void*. A common feature of the appointment, whichever civil service act is used as a basis, is that it must contain the so-called *indispensable elements*, which lay down and specify the main conditions of employment. The main mandatory elements are illustrated in the following figure.

Appointment document		
Content of the appointment		Example
	- the duration of the relationship	Indefinite duration.
	- the official's working time	Full-time (40 hours per week).
	- the salary	HUF 700 000 gross.
	- the place of work	Ministry of Interior - Headquarters: 2-4 József Attila st.1051 Budapest
	- the official's duties	Personnel tasks, such as preparing appointments and merit reviews.

**Table 4:** Key elements of the appointment letter

The validity of the appointment is subject to the *taking of an oath*. Lastly, the most credible means of measuring competence and ability is the *probationary period*, which, as a general rule, should be fixed at the beginning of the employment relationship for a minimum of three and a maximum of six months.

## 2.2.3. Characteristics of the Amendment of the Appointment

*The amendment of the appointment* means a change in the content of an appointment brought about by the will of the parties. In public administration, there are basically *two*

*types of arrangements.* The following table illustrates the main differences between the two solutions. One can be illustrated by the Kttv. and the other by the Kit.

	<b>Amendment of the appointment in Kttv.</b>	<b>Amendment of the appointment in Kit.</b>
<b>General rule</b>	- the appointment may be amended by mutual agreement of the parties	- the employer may unilaterally amend the appointment
<b>Specific rule</b>	- in certain cases, the employer may unilaterally change the appointment	- there is no specific legislation (however, the general rule does not exclude the possibility of changing the appointment by mutual agreement)
<b>Conditions for unilateral amendment</b>	- must meet specific legal conditions - cannot cause disproportionate harm to the official	- does not have to meet specific legal conditions
<b>Discharge</b>	- the official may request it in certain cases of unilateral amendment	- the official may request this in certain cases

**Table 5: Characteristics of the change of appointment**

## 2.3. Elements of the Content of the Legal Relationship

The chapter focuses on the basic characteristic of the legal status of officials, their main *rights* and *obligations*.<sup>15</sup>

### 2.3.1. Remuneration System in Public Administration

It is a basic right for officials to receive a *salary* in return for their work. Each civil service law specifies, to a greater or lesser degree of precision, the salary to which an official is entitled. Without exception, the laws contain *salary scales* and associated rules

<sup>15</sup> See more in: PAKSI-PETRÓ, Csilla (2023): Human Resource Management and its Legislative Background within Hungarian Public Administration. In: AUER, Ádám - BANKÓ, Zoltán – BÉKÉSI, Gábor - BERKE, Gyula - HAZAFI, Zoltán and LUDÁNYI, Dávid (eds.): *Ünnepi tanulmányok Kiss György 70. születésnapjára: Clara pacta, boni amici*. Budapest, Hungary, Wolters Kluwer Hungary, pp. [specific page range, e.g., 123–135].

which show the grade to which an official may be assigned on the basis of seniority, education, language skills, criteria established by the employer, etc. It is important to note that the salary must be at least equal to the *guaranteed minimum wage* (HUF 326 000 gross in Hungary in 2024).<sup>16</sup>

### **2.3.2. Performance Evaluation in Public Administration**

The *evaluation of the officials performance* may result in their professional development and an increase in their salary. On this basis, it is possible to identify areas for improvement and to raise or cut the salary. During the evaluation process the officials' *tasks* (job or post) their *competences* (knowledge, skills) are assessed.

However, there are also significant differences between the various categories of officials based on the detailed arrangements. While in the local administration it is compulsory to complete an evaluation twice a year, in the tax administration it is once a year, for the administration of government and special status bodies it is only optional. In the latter cases, an evaluation of the official's performance is only required once in the year concerned, upon the official's *request*.<sup>17</sup>

### **2.3.3. Conflict of Interest in Public Administration**

The purpose of *conflict of interest* is to ensure the impartiality and integrity of the official and to maintain confidence in good administration. Conflict of interest rules are designed to prohibit or restrict an official from partaking in certain activities, engaging in certain conduct or holding certain positions. Several types are known in public administration which are listed in the table below.

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<sup>16</sup>For more information see: LUDÁNYI, Dávid (2022): Regulation of Advancement and Salary Systems in the Hungarian Public Administration. *Belügyi Szemle*, 70 (SP1). pp. 35-52.

<sup>17</sup> See more in LUDÁNYI, Dávid (2021): The Legal Regulation of Performance Evaluation (and Rating) in the Public Service Laws of the Public Administration - Measurement-Evaluation and/or Development-Support? *Labour Law*, 2021/3. 19-32.

<b>Types of conflict of interest in public administration</b>
- conflict of interest arising from the principle of separation of powers
- political conflict of interest
- economic conflict of interest
- conflict of interest of relatives

**Table 6:** *Types of conflict of interest*<sup>18</sup>

## 2.4. Cessation and Termination of Employment Relationship

### 2.4.1. Cessation of Legal Relationship

*Legal relationship shall be over* by the occurrence of an objective cause independent of the will of the parties. Cessation is therefore automatic, by operation of law. The main grounds for cessation are set out in the table below, based on the rules of the Civil Service Acts.

<b>Statutory facts</b>	<ul style="list-style-type: none"> <li>- death of the official</li> <li>- the dissolution of the administrative body without succession</li> </ul>	<ul style="list-style-type: none"> <li>- the election of the official as a senior political official or political leader</li> <li>- the official's conflict of interest (if not resolved)</li> </ul>	<ul style="list-style-type: none"> <li>- the official's entitlement to an old-age pension</li> <li>- the expiry of the fixed term of appointment of the official</li> </ul>
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**Table 7:** *Main reasons for cessation in civil service acts*

<sup>18</sup> See more in PETROVICS, Zoltán (2015): Conflict of Interest. In: GYÖRGY, István – HAZAFI, Zoltán (eds.): *Civil Service Law*. Budapest, NKE Szolgáltató Nonprofit Kft. 93-99.



## 2.4.2. Termination of Legal Relationship

In contrast to the former, legal relationship may be *terminated* for a subjective reason dependent on the will of the parties, in connection with the lack of need to maintain the legal relationship. To trigger the legal effect of termination, a unanimous legal declaration by the parties or a unilateral legal declaration by one of the parties is required. *The most common cases of termination* under the Civil Service Acts are set out in the table below.

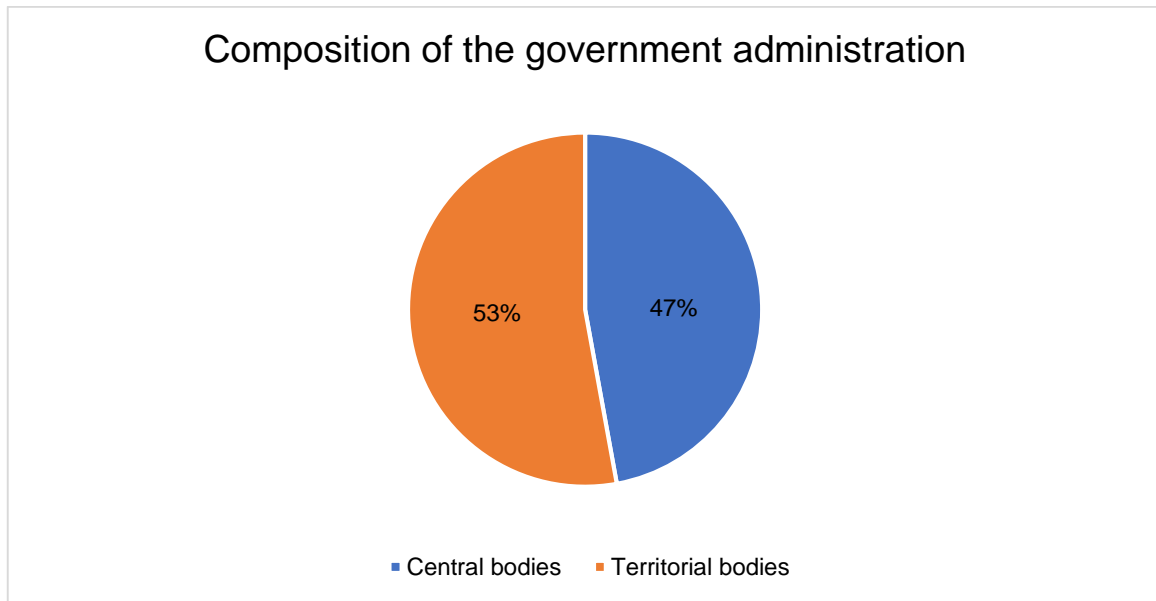
	Declaration of unanimity of the parties	Unilateral declaration by the official	Unilateral declaration by the employer
	<b>Legal relationship can be terminated...</b>		
<b>Statutory facts</b>	- by mutual agreement of the parties.	- by the resignation of the official.	- by discharge by the one exercising the employer's powers.
		- with immediate effect during the probationary period.	

**Table 8:** *Most common cases of termination under civil service acts*

## 2.5. Some Statistical Indicators on Government Administration Officials

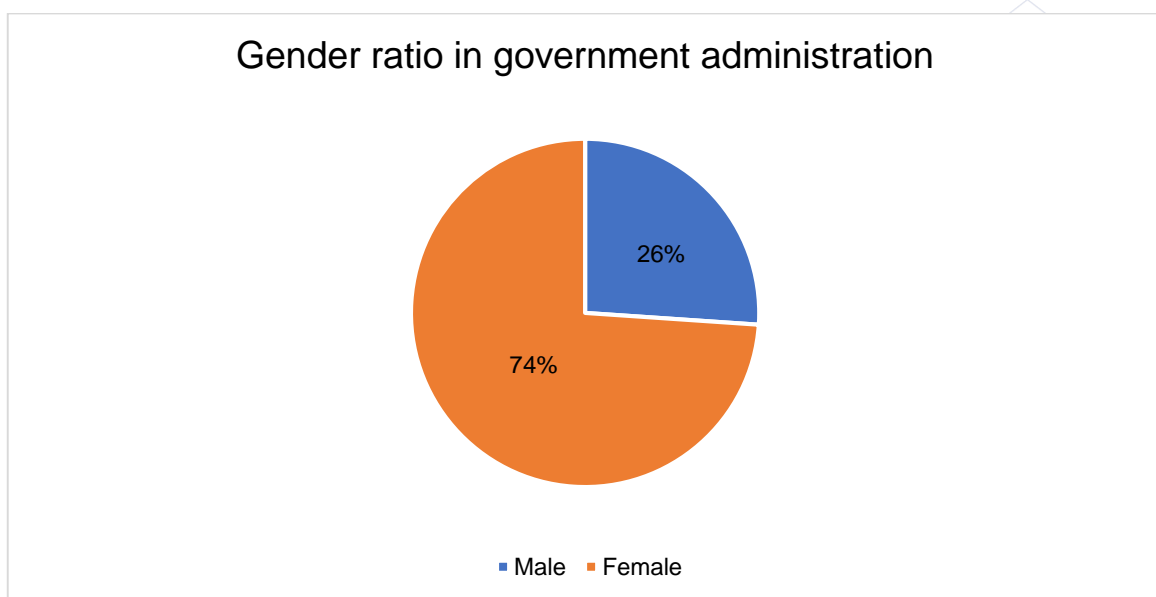
As mentioned above, within the Hungarian administration, government administration can be divided into central and territorial bodies. In 2024, the government administration *consisted of* 64 855 government officials: 30 567 working in the central government (47%) and 34 288 in territorial government (53%).





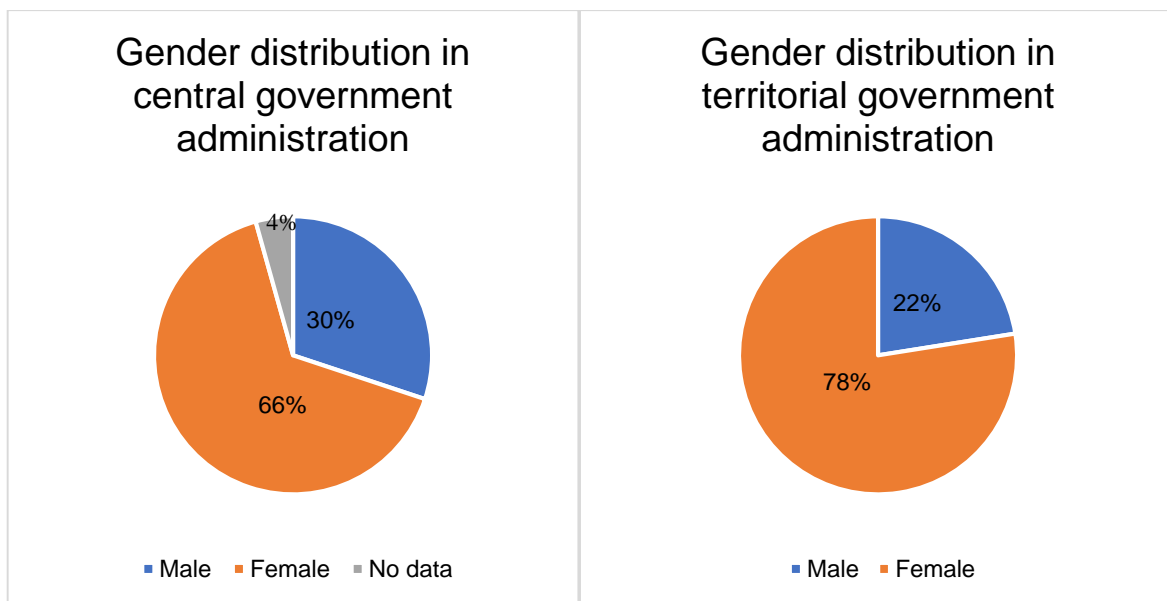
**Figure 5:** *Composition of government administration*

The following findings can be made regarding *gender balance in government administration*: out of 64 855 government officials, 16 914 are male (26%) and 47 941 are female (74%).



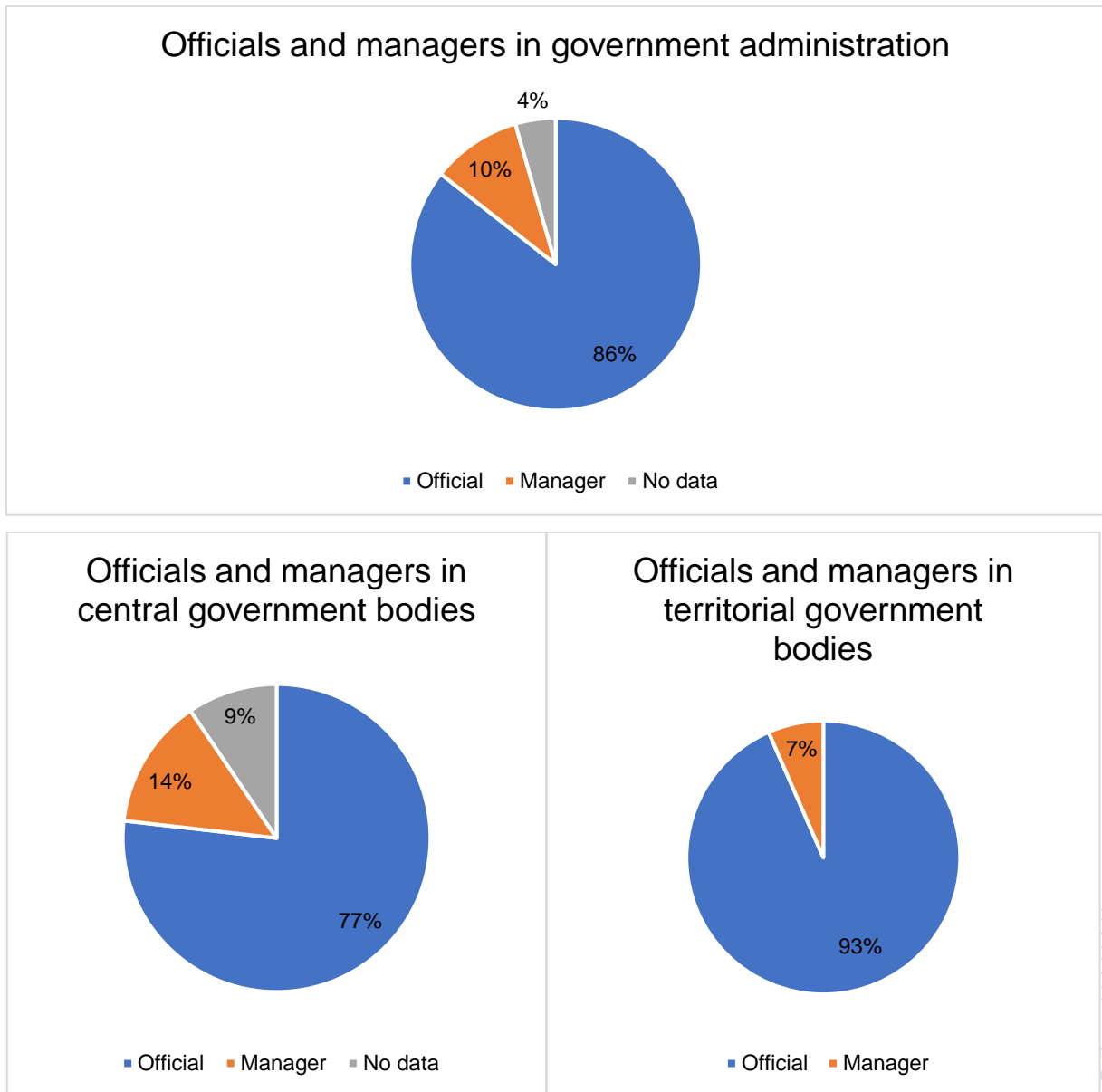
**Figure 6:** *Gender ratio in government administration*

If we only take a look at the gender distribution in central government administration bodies, we can see that 9 200 men (30%) and 20 040 women (66%) can be found among the 30 567 officials (no data on 4% of the workforce, i.e. 1 327 people). The same distribution in the *territorial* government administrations is as follows: out of a total of 34 288 people, 7 714 are men (22%) and 26 574 are women (78%).



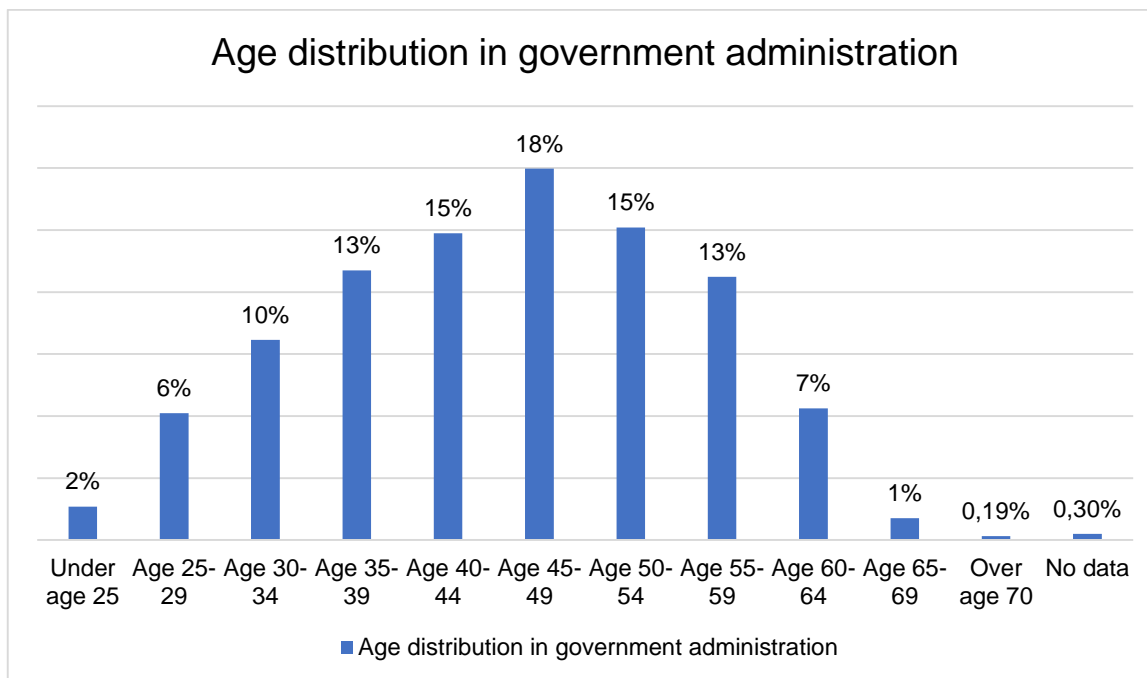
**Figure 7: Gender distribution in central and territorial government administration**

Within the total number of *government administration* officials (64 855), 55 517 work as *subordinates* (86%), while 6 445 government officials are *seniors/in managerial position* (10%) (no data on the posts of 4% of government officials, i.e. 2 893 people). Taking a closer look at this distribution in relation to *central* government administrations, the following picture emerges: in the central bodies (30,567 government officials), 23,476 people are in subordinate positions (77%) while 4,198 government officials are in senior/managerial positions (14%) (no data on the posts of 9% of government officials, i.e. 2,893 people). The same distribution is found in the *territorial* bodies (34 288 government officials): 32 041 (93%) are subordinates while 2 247 (7%) are senior government officials.



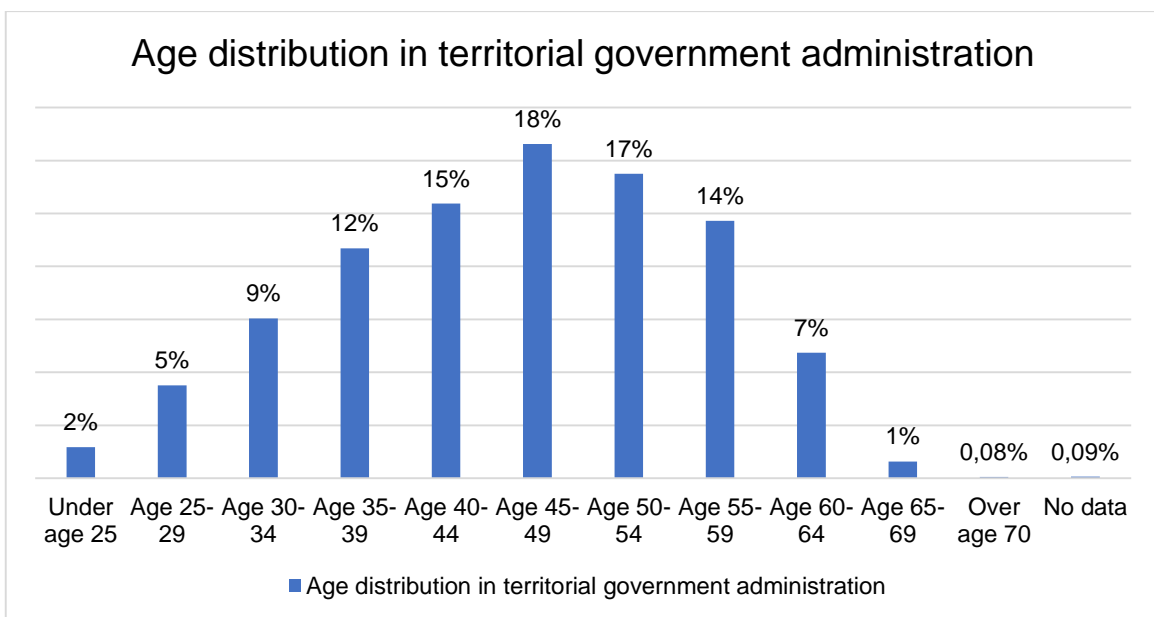
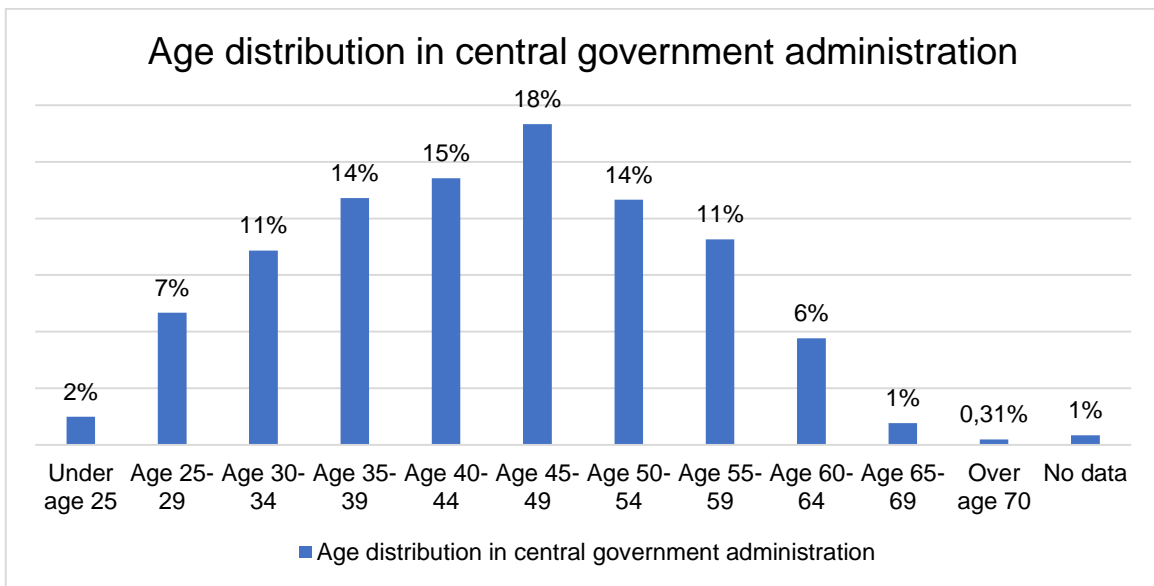
**Figure 8: Officials and managers in government administration**

Finally, we should also briefly mention *the age distribution* of the government administration officials.



**Figure 9: Age distribution in government administration**

The bar graph shows that the highest proportion of people in *government administration* is from the 45-49 age group (18%), followed by the 50-54 age group (15%) and the 40-44 age group (15%). They are followed by employees aged 55-59 (13%) and 35-39 (13%), then the groups aged 30-34 (10%), 60-64 (7%) and 25-29 (6%). When broken down *by central and territorial administrations*, no significant differences are found. In both areas, the highest proportion of people are between 45-49 years old (18-18%). A slight difference can be seen between the two age groups. While the second most populous age group in the central authorities is the 40-44 years old age group (15%), the second most populous age group in the territorial authorities is 50-54 years old one (17%). Another slight difference is that while the next most populous age group in the central authorities is the 35-39 years olds (14%), the next most populous age group in the territorial authorities is the ones between 55-59 years old (14%). Finally, it also seems to be only a slight difference in the age distribution: while there are more government officials aged 25-29 (7%) in central government compared to those aged 60-64 (6%), the reverse is true for regional government (5 and 7% respectively).



**Figure 10: Age distribution in central and territorial government administrations**

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