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Act LXXXVIII. of 2005
on Public Interest Volunteer Activities*

The Parliament recognizes volunteer activities based on solidarity among members of society that express volunteer action of citizens and are pursued by individuals and communities without remuneration and for the benefit of others. In order to ensure that these significant social resources are more effectively mobilized to help achieve public purposes as well, the Parliament, through the creation of the present Act, establishes the basic rules of public interest volunteerism and by way of preferences and guarantees it encourages citizens and their organizations to participate in the achievement of societal tasks and public purposes. To achieve these objectives and establish the legal framework of social participation in public interest volunteer activities, the Parliament creates the following Act:

Article 1

(1) This Law shall apply to public interest volunteer activities provided for:
a) natural and legal persons and business organizations without legal personality pursuant to Section (1) of Article 3 (hereinafter: host organization) in Hungary,

b) host organization pursuant to Items a)-e) of Section (1) of Article (3) by Hungarian citizen outside Hungary (hereinafter: abroad).

(2) This Law shall not apply to:

- a)* volunteer blood donation
- b)* activities of volunteer or institutional fire brigades
- c)* activities performed as civil wildlife protector

(3) This Law leaves intact any volunteer activity for the benefit of other(s) and without remuneration that is conducted for any person or organization, or in any field of activity outside the scope of Article 3, Section (1).

Article 2

(1) Public interest volunteer activity is work performed at the host organization without remuneration within the scope of activities specified in Article 3 unless

a) a person performs such activity for his/her own benefit or that of his/her close relative [Item (b) Article 685 of Act IV of 1959 on the Civil Code],

b) the activity is stipulated by law, based on final decision of court or prescribed by authorities,

c) the parties agree upon performing such activity within the framework of another legal relationship, especially in legal relationships under the civil law; as member of a civil society organization, public benefit company or church; or as member of the managing body of a foundation or public foundation; or as a church official.

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(2) Any financial benefit gained by the volunteer or by his/her close relative as a result of a public interest volunteer activity shall be regarded as remuneration.

(3) The following items provided by the host organization to the volunteer shall not be considered as remuneration:

a) work clothing, protective equipment or material necessary to perform the public interest volunteer activity

b) transportation, accommodation or food provided to the volunteer that are necessary to perform the public interest volunteer activity, or the reimbursement of such against receipt to the volunteer; and – pursuant to provisions of Act CXVII of 1995 on Personal Income Tax regarding assignment order – the amount paid to the volunteer with respect to the use of his/her own vehicle on the basis of an assignment order for the benefit of the host organization, to the extent that it does not exceed the maximum amount to be paid as reimbursement of expenses without receipt for the use of one's own vehicle for the benefit of the employer [Item 6 of Chapter II, Costs which may be accounted without substantiation, of *Schedule 3* of Act CXVII of 1995 on Personal Income Tax],

c) vaccination, screening examination and other disease prevention services provided to the volunteer for the safe performance of the public interest volunteer activity,

d) cost of training (necessary for the performance of the public interest activity) provided to the volunteer outside the formal education,

e) provision of food, care and training to the volunteer's animal necessary for the performance of the public interest activity or the reimbursement of such expenses against receipt to the volunteer,

f) provision of conditions for the use of instruments owned by the volunteer and necessary for the performance of the public interest activity, or the reimbursement of expenses related to these upon proper documentation,

g) life, health or accident insurance contract and its premium pertaining to the volunteer's death, injury or impairment of health during the public interest volunteer activity, and liability insurance and its premium to cover damages caused by the volunteer,

h) per diem paid to the volunteer in connection with public interest volunteer activity performed abroad, or in connection with public interest volunteer activity performed by a non-Hungarian citizen without a residence in Hungary provided that the monthly amount of such allowance does not exceed 20 (twenty) per cent of the prevailing mandatory monthly minimum wage, and

i) bonus paid to the volunteer for his/her public interest volunteer activity provided that the annual amount of such allowance does not exceed 20 (twenty) per cent of the prevailing mandatory monthly minimum wage.

(4) A person being in a volunteer legal relationship with more than one organization may receive per diem from only one organization at a time, of which he/she is obliged to notify the other organizations.

(5) In the case of public interest volunteer activity performed abroad or public interest volunteer activity performed by a non-Hungarian citizen without a residence in Hungary, an organization without a seat in Hungary may assume the provision of allowances specified in Section (3) in a contract with the host organization. In this

case the host organization and the organization without a seat in Hungary are jointly responsible for the provision of allowances specified in Section (3).

Article 3

- (1) Host organization may be
- a)* local government, association of local governments and multi-purpose micro-regional association of settlement local governments within the range of its public services and natural disaster prevention tasks;
 - b)* minority local government within the range of its statutory public tasks;
 - c)* governmental agency [“budgetary organ”] within the range of its core activities;
 - d)* public benefit or prominently public benefit organization with a seat in Hungary within the range of its public benefit activities and activities related to its operation;
 - e)* church legal entity with a seat in Hungary within the range of its religious, public purpose and activities related to its operation;
 - f)* the following institutions with a seat in Hungary, with an operating license issued by Hungarian authorities, and with legal capacity, within the range of their statutory public services or additional services (in connection with such public services) provided to users of their public services:
 - fa)* social, child welfare or child protection service provider or institution,
 - fb)* healthcare service provider,
 - fc)* public education institution,
 - fd)* higher education institution,
 - fe)* museum and public exhibition,
 - ff)* public library,
 - fg)* public record office,
 - fh)* private record office open to the public,
 - fi)* public cultural institution (Items *fa*)-*fi*) hereinafter together: host institution);
 - g)* parent authority of a host institution without legal capacity, within the range of the host institution’s statutory public services or additional services (in connection with such public services) provided to users of the host institution’s public services.

(2) In such cases when work requires a building permit, the utilization of a volunteer is subject to Items *a*)-*e*) of Section 1.

(3) The host organization’s staffing levels that are prescribed by law or by decree of an authority to perform its tasks, shall not be fulfilled with volunteers.

(4) Host organizations required to conclude a liability insurance contract to compensate for damages that may occur while providing services may use a volunteer only if such liability insurance also covers damages caused by the volunteer.

Article 4

- (1) A volunteer may be
- a)* a person with legal capacity

- b) a person with restricted legal capacity
- c) a minor older than 10 years of age (and therefore without legal capacity)

(2) The volunteer may pursue any activity

- a) for which he/she meets qualification, health, registration or other requirements pursuant to legal rules and
- b) which is not conditioned by law, government or ministerial decree (hereinafter together: legal rule) to any specific legal relationship or the performance of which by a volunteer is not prohibited by law.

(3) Anyone performing work for remuneration on the basis of another legal relationship with the host organization may not perform those tasks on the basis of volunteer legal relationship at the host organization that otherwise fall within his/her scope of activities.

(4) Anyone performing activities pursuant to a legal rule, final court decision or prescribed by authorities at the host organization, shall not perform such activities on the basis of volunteer legal relationship at the host organization.

(5) A student may not enter into a volunteer legal relationship with a school in which he/she has a student legal status. This restriction does not apply to camp activities or other social programs organized by the school that are not related to obligations deriving from the student legal status.

(6) A citizen of a state which is not a state party of the Agreement on the European Economic Area (except for persons recognized as refugees or persons in a **refugee-like situation**, immigrants or permanent residents, and direct line relatives or spouses of citizens of a state party of the Agreement on the European Economic Area) may pursue public interest volunteer activity if

- a) the host organization has concluded a liability insurance covering damages caused by the volunteer;
- b) meals, accommodation and return transportation of volunteer is provided for; and
- c) the volunteer is eligible to healthcare services or has an insurance covering the costs of healthcare services.

Article 5

(1) A person under 18 years of age, or an adult with restricted legal capacity may pursue public interest volunteer activities that correspond to his/her age, physical, mental and moral development and abilities, and do not constitute a risk to his/her health, development and performance of school attendance obligations.

(2) A volunteer under 16 years of age, or an adult volunteer with restricted legal capacity may not pursue public interest volunteer activities abroad.

(3) A volunteer under 18 years of age may not pursue public interest volunteer activities between 8 pm and 6 am.

(4) The time spent on public interest volunteer activities by volunteers under 16 years of age may not exceed

- a)* 3 hours per day and 12 hours per week during school recess
- b)* 6 hours per week during school time and
 - ba)* 2 hours per day on school days
 - bb)* 3 hours per day on non-school days

(5) The time spent on public interest volunteer activities by volunteers more than 16 but less than 18 years of age may not exceed four and a half hours per day and 18 hours per week.

(6) Volunteers less than 18 years of age shall be provided a resting time of at least 14 hours between the end of the public interest volunteer activity and its start on the next day.

Article 6

(1) Public interest volunteer activity may be performed on the basis of a volunteer legal relationship established in a volunteer contract between the host organization and the volunteer. The volunteer contract shall stipulate the

- a)* description (content) and
- b)* place of public interest volunteer activity,
- c)* length of time assigned for work and rest,
- d)* allowances provided to the volunteer as set forth in Items a)-g) of Section (3) of Article 2, with a provision concerning these in case of termination of the volunteer contract.

(2) For public interest volunteer activity performed at host institution or its parent authority, legal rules may prescribe additional compulsory elements to be included in the volunteer contract.

(3) A person with restricted legal capacity may enter into a volunteer contract only upon consent **of/by** his/her legal representative.

(4) In case of a volunteer who is a minor (and therefore has no legal capacity), legal statements regarding the volunteer relationship are made by the legal representative, however, the consent of the volunteer is needed for the conclusion and amendment of the volunteer contract.

(5) The volunteer contract shall be concluded in writing if

- a)* it is made for an indefinite time or at least 10 days (in the case of volunteers under 18 years of age or adults with a restricted legal capacity, for at least two days),
- b)* the volunteer is provided allowances in accordance with Items b)-h) of Section (3) of Article 2,
- c)* the volunteer is utilized in construction work requiring a building permit,
- d)* the public interest volunteer activity is performed abroad,
- e)* the volunteer is a citizen of a state which is not a state party of the Agreement on the European Economic Area (except for persons recognized as refugees or persons in a refugee-like situation, immigrants or permanent residents,

and direct line relatives or spouses of citizens of a state party of the Agreement on the European Economic Area),

- f)* the right of either parties to immediate termination is restricted,
- g)* requested by the volunteer,
- h)* required by legal rule.

Article 7

(1) The volunteer contract is terminated upon

- a)* death or incapacity of the volunteer,
- b)* winding up of host organization without a legal successor, or upon death in the case of a natural person,
- c)* completion of public interest volunteer activity undertaken,
- d)* expiration of term or occurrence of condition laid down in the contract,
- e)* termination by mutual agreement,
- f)* dismissal or resignation,
- g)* coming into effect of the decree prohibiting the utilization of volunteers according to Section (3), Article 13.

(2) The volunteer contract may be terminated with immediate effect by either parties unless otherwise stipulated by legal rule or the volunteer contract.

(3) The volunteer with a restricted legal capacity may terminate the volunteer contract without the consent of his/her legal representative.

(4) The right to termination with immediate effect of volunteer under 16 years of age or of adult volunteer with restricted legal capacity or that of his/her legal representative may not be limited in the volunteer contract.

Article 8

(1) The host organization is obliged to provide

- a)* safe and non-hazardous working conditions,
- b)* adequate rest time,
- c)* information about and guidance for public interest volunteer activity, and opportunity to acquire skills and knowledge,
- d)* continuous and professional supervision of the public interest volunteer activity in the case of volunteers under 18 years of age or adult volunteers with a restricted legal capacity,

(2) Unless otherwise stipulated in the volunteer contract, the host organization shall provide for

- a)* transportation, food and accommodation necessary to perform the public interest volunteer activity if it is performed abroad, or by a non-Hungarian citizen volunteer without a residence in Hungary.

- b)* conclusion of insurance contract specified in Item c) of Section 6 of Article 4 and payment of its premium.

Article 9

(1) The volunteer is obliged to

- a) perform the public interest volunteer activity in person, and in accordance with relevant legal rules, professional and ethical requirements and the instruction of the host organization,
- b) protect any personal data, trade or other secret he/she may have acquired while performing the public interest volunteer activity.

(2) The volunteer shall refuse the execution of an instruction if it constitutes a direct threat to another person's life, health or physical integrity.

(3) The volunteer is not required to execute the instruction of the host organization if it

- a) constitutes a direct threat to the volunteer's life, health or physical integrity,
- b) is a violation of a legal rule or the volunteer contract.

(4) If execution of an instruction is likely to cause damage, the volunteer is obliged to advise the person giving the instruction of the possibility of such damage. The volunteer is not liable for damages caused if he/she complied with such notification obligation.

Article 10

(1) The host organization is liable for damages caused by the volunteer to a third party in connection with the volunteer legal relationship. If such damage was caused by imputable conduct of the volunteer, the host organization may demand damages from the volunteer unless otherwise stipulated in the volunteer contract.

(2) If the volunteer can prove that

- a) his/her damage arising from his/her physical injury or impairment of health,
- b) damage to his/her property required for the performance of the public interest volunteer activity and occurring in the place of the public interest volunteer activity

has occurred in connection with the volunteer legal relationship, the host organization shall be exempt from liability only if it can prove that the damage was caused by an unavoidable reason outside the range of its operations, or exclusively by the unavoidable conduct of the volunteer. The host organization is not liable to pay compensation for that part of the damage, which was caused by imputable conduct of the volunteer.

(3) A volunteer's close relative may enforce his/her claim for compensation for damage due to death of the volunteer in accordance with Section 2.

Article 11

(1) The host organization shall notify in advance the ministry responsible for the development of governmental social and civil relations (hereinafter: Ministry), by using the Notification Form shown in the *Schedule* of this Act, about

- a) utilizing [“employing”] a volunteer,
- b) any changes in data supplied on the Notification Form.

(2) If prior notification about one-time [“occasional”] utilization of volunteer in an emergency situation is not possible, such notification obligation shall be complied with within 15 days of the start of the public interest volunteer activity. Any changes in the data stipulated in Item 1. of the *Annex* shall be submitted within 15 days following the change.

(3) The following documents shall be attached to the notification:

- a) in the case of association of local governments, the agreement on the establishment of an association,
- b) in the case of public benefit or prominently public benefit organizations
 - ba) founding document in force
 - bb) certificate of organizational data (certification or certificate of incorporation in force) issued by the competent court of registration not more than 30 days prior to submission of the notification
- c) in the case of church legal entity, certificate about the data of the church legal entity issued by the competent court of registration not more than 30 days prior to submission of the notification.

(4) In the case of host institution or its parent authority, in addition to such notification, a certification proving that the institution’s operations are compliant with the law shall be attached; and if the host institution or its parent authority is

- a) a civil society organization, foundation, public foundation, church legal entity, public benefit company or business association, a certificate about the data of the organization issued by the competent court of registration not more than 30 days prior to submission of such notification,
- b) a private entrepreneur, a copy of the private entrepreneur license shall also be attached.

(5) If the host organization is an organizational unit of a church legal entity (declared as a legal person in its charter but not registered by Court) a relevant statement made by the representative of the church legal entity shall be attached to the application.

(6) When submitting a notification of change of data, the charter, statutes or articles of association shall be attached only if the purpose or the range of activities specified therein has changed.

Article 12

(1) The Ministry shall keep a register of data submitted pursuant to Article 11 in the interest of public access of host organizations and protection of volunteers.

(2) The decision about such registration shall be made by the Ministry solely on the basis of documentation. The Ministry shall refuse to register the notifier or the field of activity specified in the notification, or delete the host organization or field of activity if

- a) the notifier is not a host organization specified in Section (1) of Article 3,

b) it is ascertained without doubt that volunteers may not be utilized in the field of activity specified in the notification.

(3) The Ministry shall publish data specified in the register on its Internet site.

(4) The Ministry shall pass registration data to job safety and labor inspection authorities to determine whether the utilization of volunteers is in compliance with legal rules.

Article 13

(1) If job safety and labor inspection authorities, tax authorities, bodies of professional supervision or supervision of legality of host organization become aware of non-compliance with notification obligation by user of volunteer, they shall inform the Ministry about such omission, specifying the name, seat and tax number of host organization.

(2) If the Ministry becomes aware of non-compliance with notification obligation by host organization, it shall advise the host organization to comply with such obligation.

(3) If the host organization fails to comply with the notification obligation within 30 days of receiving such notice, the Ministry shall prohibit in a decree the use of volunteers by the host organization for up to one year (taking into consideration the extent of infringement), and indicate in its register the

- a)* name, seat and tax number of host organization
- b)* starting and ending dates of the prohibition

Article 14

(1) The host organization (for the purpose of exercising rights and performing obligations pertinent to the volunteer legal relationship, and for inspection purposes of authorities in connection with such relationship) shall keep a register of its volunteers specifying

a) the volunteer's name, place and date of birth, and mother's name (hereinafter: personal identification data), and for non-Hungarian citizens, country of citizenship,

b) the volunteer's permanent residence or (if lacking such residence) place of stay or place of accommodation,

c) the personal identification data, permanent residence or (if lacking such residence) the place of stay of legal representative in the case of a volunteer with restricted legal capacity or a volunteer with restricted legal capacity for being a minor,

d) information described in Items a)-c) of Section (1) of Article 6,

e) starting date of public interest volunteer activity,

f) expiration date of volunteer contract if concluded for a definite term,

g) particulars regarding time spent on volunteer activities if volunteer is under 18 years of age or of restricted legal capacity,

h) allowances provided to volunteer pursuant to Section (3) of Article 2.

(2) The host organization must keep records for 5 years after expiry of volunteer legal relationship. In case of winding up or death of the host organization, records shall be kept by its legal successor or heir, or in case of winding up without legal succession by that person who is obliged to do so by legal rule or decree.

(3) The host organization may not disclose any fact, data, or opinion concerning the volunteer to a third person unless otherwise stipulated by law or consented to by volunteer. Data concerning the volunteer may be used for statistical purposes and may be passed on for such purposes (in a way that identity of the individual cannot be established).

Article 15

(1) Unless otherwise provided by this Act, concerning the conclusion, invalidity, modification, completion, expiry or breach of volunteer contract, exercising rights and performing obligations arising out of a volunteer legal relationship, as well as regarding liability and compensation for damages, provisions of the Civil Code shall apply.

2) Unless otherwise stipulated by this Act or by international treaty, any deviation from the provisions of this Act pertaining to volunteer legal relationship in a volunteer contract shall be considered invalid.

Article 16

Item e) of Section (5) of Article 58 of Act IV of 1991 on Job Assistance and Unemployment Benefits shall be complemented by the following Item 3.:

“3. Public interest volunteer activity pursuant to separate law shall not be considered as gainful activity,”

Article 17

Item j) of Section (1) of Article 4 of Act III of 1993 on Social Administration and Welfare Benefits shall be replaced by the following provision:

[Pursuant to this Act]

“j) *unless otherwise provided by this Act gainful activity is:* any activity pursued for remuneration except for activities pursued on the basis of honorarium provided that its monthly extent does not exceed 30 per cent of the mandatory minimum wage, and activities pursued with small-scale agricultural producer certificate provided that, pursuant to provisions of Act CXVII of 1995 on Personal Income Tax, profits thereof shall not be taken into account when calculating income; allowance provided to volunteer by host organization pursuant to separate law shall not be considered as remuneration;”

Article 18

Section (1) of Article 7 of Act CXVII of 1995 on Personal Income Tax shall be complemented by the following Item y):

[The following revenues shall not be taken into account when calculating income:]

“y) Allowance provided to volunteer and not deemed to be remuneration in accordance with the Act on Public Interest Volunteer Activities.”

Article 19

Chapter I “Costs typically arising” of *Schedule No. 11* to Act CXVII of 1995 on Personal Income Tax shall be complemented by the following Item 29.:

[Expenditures which may be accounted as costs in particular are the following:]

“ 29. Allowances that, in accordance with the Act on Public Interest Volunteer Activities, are not deemed to be remuneration provided to the volunteer by a private entrepreneur utilizing the volunteer, on condition that such volunteering has been performed in the interest of the private entrepreneur’s economic/entrepreneurial activities.”

Article 20

Section (4) of Article 1 of Act LXXV of 1996 on the Supervision of Labor Affairs shall be complemented by the following Item c):

[The following activities are not pursued on the basis of employment legal relationship:]

“c) Public interest volunteer activity performed on the basis of a volunteer contract pursuant to Act of 2005 on Public Interest Volunteer Activities.”

Article 21

Section (1) of Article 3 of Act LXXV of 1996 on the Supervision of Labor shall be complemented by the following Item q):

[Labor inspection includes:]

“q) Compliance with provisions pursuant to Sections (3)-(6) of Article 5 of Public Interest Volunteer Activities Act by host organizations.”

Article 22

Section (3) of Article 9 of Act LXXV of 1996 on the Supervision of Labor shall be complemented by the following Item c):

[Pursuant to this Act:]

“c) A person under 18 years of age performing public interest volunteer activity pursuant to Public Interest Volunteer Activities Act shall also be considered as young employee”

Article 23

Chapter B) of Schedule No. 3 to Act LXXXI of 1996 on Corporate Tax and Dividend Tax shall be complemented by the following Item 7.:

[For the purposes of Item d) of Section (1) of Article 8, the following in particular shall qualify as cost or expenditure incurred in the interest of entrepreneurial activity:]

“7. Any amount accounted by the taxpayer as other personnel type of expenditure that occurred in connection with a private individual being in a volunteer legal relationship with the taxpayer, on condition that such volunteering has been performed in the interest of the taxpayer’s economic/entrepreneurial activity;”

Article 24

Section (2) of Article 15 of Act LXXX of 1997 on Persons Entitled to Social Security Benefits and Pensions and on the Coverage of These Services shall be complemented by the following Item f):

[The following persons are entitled to accident related health care services:]

“f) A person performing a public interest volunteer activity under a separate Act.”

Article 25

(1) Subheading in front of Article 17 of Act LXXXIV of 2003 on Certain Aspects of Performing Healthcare Activities shall be replaced by the following subheading:

“Volunteer legal relationship”

(2) Introductory text of Section (1) of Article 17 of Act LXXXIV of 2003 on Certain Aspects of Performing Healthcare Activities shall be replaced by the following provision:

“(1) [The following persons may participate] in the performance of services of healthcare providers as volunteers pursuant to the provisions of the Public Interest Volunteer Activities Act.”

(3) Section (2) of Article 17 of Act LXXXIV of 2003 on Certain Aspects of Performing Healthcare Activities shall be replaced by the following provision:

“(2) The person specified in Item *a*) of Section (1) may participate in the provision of healthcare services of the provider as a volunteer. The volunteer contract concluded with the healthcare employee shall be subject to provisions of Article 9.”

Article 26

(1) This Act shall enter into force on the first day of the third month following its publication.

(2) This Act provides for compliance with provisions on volunteer service of Council Directive 2004/114/EC of 13 December 2004 on the conditions of admission of third-country nationals for the purposes of studies, pupil exchange, unremunerated training or volunteer service.

(3) Simultaneously with this Act coming into force

a) Section (2) of Article 6 of Act CLVI of 1997 on Public Benefit Organizations,

b) Section (6) of Article 17 of Act LXXXIV of 2003 on Certain Aspects of Healthcare Activities shall no longer apply.

(4) Simultaneously with this Act coming into force

a) The text “in Items 1-2” in Item *e*) of Section (5) of Article 58 of Act IV of 1991 on Job Assistance and Unemployment Benefits shall be replaced by “in Items 1-3”;

b) The text “intellectual activity“ in Section (2) of Article 21 of Act XXIII of 1992 on the Legal Status of Civil Servants shall be replaced by “intellectual activity and public interest volunteer activity”;

c) The text “disability assistance” in the second sentence of Item *a*) of Section (1) of Article 4 of Act III of 1993 on Social Administration and Welfare Benefits shall be replaced by “disability assistance, and allowance provided to volunteer by host organization pursuant to a separate Act”;

d) The text “in alternative civil service” in the first sentence of Item 9) of Article 87 of Act of XCIII of 1993 on Labor Safety shall be replaced by “in alternative civil service, and in volunteer legal relationship”;

e) The text “in Item *k*)” in Item *c*) of Section (1) of Article 6 of Act LXXV of 1996 on the Supervision of Labor shall be replaced by “in Items *k*), *q*)”;

f) The text “in employment relationship” in Item 8) of *Chapter B*) of *Schedule No. 3* to Act LXXXI of 1996 on Corporate Tax and Dividend Tax shall be replaced by “in employment or volunteer legal relationship”;

g) The text “the person performing work” in Item *g*) of Section (1) of Article 5 of Act LXXX of 1997 on Persons Entitled to Social Security Benefits and Pensions and on the Coverage of These Services shall be replaced by “the person performing work – except for the person performing a public interest volunteer activity pursuant to a separate Act –”;

h) In Act XXXI of 1997 on the Protection of children and on child welfare administration:

ha) in the first sentence of Section (8) of Article 15, the text “in job duties” shall be replaced by “in job duties and in volunteer legal relationships”;

hb) Section (4) of Article 92 the text “volunteer helpers” shall be replaced by “volunteers”;

i) In Section (4) of Article 14 of Act CLVI of 1997 on Public Benefit Organizations, the text “supporters” shall be replaced by “supporters and volunteers”;

j) In Act LXXXIV of 2003 on Certain Aspects of Healthcare Activities:

ja) in Section (3) of Article 17 the text “as volunteer helper” shall be replaced by “as volunteer”,

jb) in Sections (4) and (5) of Article 17 the text “as volunteer helper” shall be replaced by “as volunteer”.