

PORTRAIT

Dr. Erika Irén Tál-Molnár



For me, to work as a judge means to have a deep commitment to my work. There are no big cases and small cases, each case is, in its particularity, the most important at the given time and place. I find it very important that all cases are fairly tried and that in acting together in a judicial panel we, in constant consultation with the other judges of the Curia's Labour Section, focus not only on resolving the individual cases but also on elevating our adjudicative activities to the level of principles.

I received my Juris Doctor degree from Eötvös Lóránd University in 1975. In the past I worked in practically all areas of the legal profession: I worked for a big company and in state administration, headed a regional legal-aid service and was in the position of both plaintiff and defendant. I find the professional expertise I acquired in legal practice very useful as a judge. I was invited to the Székesfehérvár Labour Court from the Fejér County Public Prosecutor's Office. I received my appointment as a labour judge and was offered the position of President of the Labour Court in 1989. As I had wished to become a judge ever since my elementary school years, I was happy to accept my appointment as a judge and President of the Labour Court. In 1998 I was invited to apply for a judge's position at the Supreme Court, where I became a judge of the Administrative-Labour Department. I had excellent colleagues, we had enormous caseload, and resolved exciting cases.

In 2009 I was appointed head of panel then, in 2012, deputy-head of the Administrative-Labour Department. The Labour Section of the Department has been strengthened in the past years and labour jurisprudence has been examined by five jurisprudence-analysing working groups – two of them under my leadership. I frequently deliver lectures at conferences, I have written a series of thematic books about the Supreme Court's labour judgments. I am editor and co-author (with a colleague from the Curia) of the commentary entitled *Hungarian Labour Law* and author of several books on public employees and public servants. In 1997 I and some other judges set up the National Association of Labour Judges, of which I am the Secretary. I am member of the second instance Service Tribunal, operating at the Curia and of

the state bar examining committee. I am president of the Court Bailiffs' Disciplinary Tribunal, operating at the Curia. Formerly I held seminars at the Labour Law Department of Eötvös Lóránd University. I am the elected vice-president of the Society for Hungarian Labour Law.

During the university years I was impressed by dr. Istvánné Hagelmayer, who was a professor at the Labour Law Department of Eötvös Lóránd University; I owe special thanks to her for raising my interest in labour law. At the Supreme Court I had the opportunity to work together for years with the former head of the then Labour Department, dr. József Radnay, professor emeritus. I often had the honour to discuss legal issues with him.

Labour law changes dynamically and determines the everyday of some one hundred thousand employers and four million employees in Hungary. Therefore labour courts bear great responsibility in interpreting the legal institutions of these special relationships correctly, by having due regard to the specific position of both parties. I find the preservation of a distinct labour adjudication system to be of utmost importance. As a member invited by the minister of justice, I have participated in the working group examining the development of labour adjudication. In a committee working on the codification of the code of civil procedure we have worked out a separate chapter governing labour lawsuits and introducing significant changes. The new procedural rules are intended to make labour adjudication more effective.