

# Information for Workers during Emergency Situation with Iran

[Updated June 15, 2025]

The following fact sheet lists the main rights of workers during the current state of emergency, according to the latest directives.

## **1. Labor Laws During an Emergency**

1.1. Labor laws continue to apply as usual, and all workers' rights remain in force.

1.2. Salaried workers are entitled to continue receiving their wages on the dates fixed by law.

1.3 All workers (salaried, hourly, or daily) are entitled to receive documents informing them of their rights as usual (pay slips, notice of employment terms, employment contract according to the Foreign Workers Law, 1991, etc.).

1.4. Unpaid leave (furlough, "halat") must be by mutual agreement between the employer and the worker. A worker cannot be dismissed or forced into unpaid leave, even during an emergency, without a proper hearing. Prolonged or open-ended forced unpaid leave is equivalent to dismissal.

## **2. Which workers are Essential Workers or Workers in Vital Services?**

2.1. Essential workers are those employed by Essential Enterprises or at facilities which provide vital services. Some examples are employers who provide water infrastructure, electricity, fuel, emergency medicine (hospitals, geriatric hospitals, dialysis centers, nursing homes, and supporting services), community medicine (HMOs and supporting

services in HMOs), food supply, transportation services, military equipment production, medical equipment production, and so on.

2.2. Employers who are Essential Enterprises should notify workers of their status at the start of their employment. Where in doubt, workers can refer to the list of Essential Enterprises on the website of the Ministry of Labor at <https://data.labor.gov.il/SearchFactory.aspx> (search by employer name or company ID). If the worker themselves has received a formal call-up to perform essential duties, then the employer must present the order to the worker, and the worker will be obligated to report for work.

### **3. Reporting to Work During an Emergency**

3.1. Essential workers with a call-up order for essential duties, and workers in vital services, are obligated to report for work and will be entitled to receive their regular wages. When calling for work service, employers should take into consideration the needs of parents caring for children.

3.2. A worker who is not essential or in vital services will report to work in accordance with the Home Front Command directives. If the directives do not impose restrictions on reporting to work, a worker's absence may be considered unjustified and the employer may deduct the absence from the worker's wages or from their accrued vacation days.

### **4. Prohibition of Dismissal**

4.1. Workers who are absent due to Home Front Command directives, or due to directives from another competent authority under the Civil Defense Law, 1951, may not be dismissed due to their absence.

4.2. A worker who has a child under 14 (or a child with special needs under 21) who is absent from work for the purpose of caring for their child may not be dismissed if the child's educational or care facility is closed by the Home Front Command directives or

by directives from the local authority or the school administration. This protection applies where the child is in the worker's exclusive custody, or where the worker's spouse (regardless if employed or self-employed) is unable or unavailable to supervise the child. Furthermore, the protection applies only if childcare arrangements are unavailable at the workplace of both parents. Educational and care facilities may be schools, rehabilitative day care centers, supervised day care centers, supervised after-school programs, or day care programs for people with disabilities under 21.

4.3. A worker who has a child under 14 (or a child with special needs under 21) and who is absent from work for the purpose of caring for their child may not be dismissed if the worker's spouse or the child's other parent is on active military duty or under essential work service orders.

4.4. The prohibition on dismissal of workers who are employed by human resource contractors applies to both to the contractor, who is the workers' direct employer, as well as to the actual employer (the contractor's customer).

## **5. Wage Payment for Hourly or Daily Workers Who are Unable to Report to Work**

5.1. As of now there is no obligation for employers to pay wages to hourly workers who are absent from work during the war, not even where the circumstances prohibit dismissal. In previous cases of emergency situations, the state established compensation frameworks designed to encourage employers to pay their workers, and one of the pre-conditions for receiving compensation was for the employer to have indeed paid the workers' wages.

5.2. The obligation to report to work during an emergency is subject to the directives of the Home Front Command and of other competent authorities. Workers whose employers are neither essential enterprises nor vital service facilities will report for work according to the directives of the Home Front Command.

5.3. No information is available at this time regarding the compensation framework, if any, for lost wages due to Home Front Command directives. As of now when a worker is absent from work under circumstances not covered explicitly by the Home Front Command directives, their employer may deduct the absence from their wages or from their accrued vacation days. The employer may not put the worker into a negative vacation balance without the worker's explicit written consent.

We will update this fact sheet with additional information as it becomes available.

## **6. Parents Who Are Unable to Report to Work**

6.1. Parents of a child under 14 (or a child with special needs under 21), whose child is in their custody, may be required to care for their child where the child's school or care facility is closed by directives of the Home Front Command or another competent authority. Parents of children who are absent from work in the above circumstances may not be dismissed because of their absence.

6.2. No information is available at this time regarding the compensation framework, if any, for lost wages due to Home Front Command directives. We will update this fact sheet with additional information as it becomes available.

6.3. Parents are entitled to protection from dismissal under the conditions detailed in section 4 above.

6.4. The Sick Pay Law, 1976, applies as usual, including the right to be absent due to the illness of a parent or child according to the conditions set out in the Sick Pay (Absence Due to Parent's Illness) Law, 1993, and the Sick Pay (Absence Due to Child's Illness) Regulations, 1993.

## 7. Unemployment Benefits

7.1. At this time, eligibility rules for unemployment benefits are unchanged. We will update this fact sheet with additional information on this matter as it becomes available.

7.2. A pre-requisite to eligibility for unemployment benefits is for the worker to have been put on unpaid leave (furlough, “halat”) by the employer's initiative, for a period of at least 30 days.

7.3. Eligibility for unemployment benefits does not require a waiting period.

7.4. If the worker has remaining accrued vacation days, unemployment benefits will only be paid after all remaining vacation days are utilized.

7.5. A qualification period of 12 months is required (meaning having been employed as a salaried worker for 12 out of the last 18 months).

For any questions we can be contacted in the following ways:

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