



Natural Disasters and Labour Law

Violent weather and natural disasters, which are occurring more and more frequently in Poland, not only cause measurable losses; they also disrupt the functioning of many businesses. The recent flooding in Poland has caused certain problems for a number of employers, such as how to handle unusual situations in light of Polish labour law. The main issues include:

- Interruptions in the functioning of the business or the need to temporarily suspend activity due to external factors. (For example, the risk of flooding, destruction of parts of businesses due to natural disasters, interruption in electricity, closing local roads due to certain threats);
- Reconciliation of employee working-time due to absences in order to carry out rescue operations or in order to protect the business from a natural disaster;
- A significant number of employees being absent from work due to a natural disaster and employees not being able to notify the employer about the absence;
- The treatment of a longer absences from work by an employee due to his/her home and belongings being threatened by a natural disaster;
- Parents' justified absences from work due to closure of schools located in areas at risk of being flooded.

Contact

If you need support in the interpretation of Polish labour law in the contact of unusual situations arising due to natural disasters, please contact:

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