

## HR Law Hotline

January 14, 2021

### VACCINE FOR YOUR EMPLOYEES?: FAQs FOR HR MANAGERS IN INDIA

This article was originally published on 12<sup>th</sup> January 2021 in



#### SUMMARY

Keeping in mind the employer's duty of care obligations, employers will have a keen interest in allowing only vaccinated employees and visitors into the office premises, hoping that the vaccination will keep the individuals in the workplace as safe as possible.

If 2020 is the year of COVID-19, 2021 is likely to be the year of the COVID-19 vaccination. The law on COVID-19 vaccines in the workplace is still undeveloped. Infact, in most countries, it is too soon for statutory mandates or case law precedent yet. COVID-19 vaccines have been in the news constantly, and employment lawyers world over have already started advising their clients about the workplace ramifications.

The Indian government has recently approved vaccines from Bharat Biotech and Oxford / AstraZeneca. Indian states including Delhi and Maharashtra have started preparation for vaccination, with the first shots to be given very soon. Meanwhile, the Indian Ministry of Health and Family Welfare has released certain FAQs on COVID-19 vaccines on 17th December 2020, which confirm that vaccination for COVID-19 will be voluntary. The Ministry goes on to advise to "receive the complete schedule of COVID-19 vaccine for protecting one-self against this disease and also to limit the spread of this disease to the close contacts including family members, friends, relatives and co-workers."

For complete article, please click [here](#).

– Sayantani Saha & Vikram Shroff

You can direct your queries or comments to the authors

#### DISCLAIMER

The contents of this hotline should not be construed as legal opinion. View detailed disclaimer.

This Hotline provides general information existing at the time of preparation. The Hotline is intended as a news update and Nishith Desai Associates neither assumes nor accepts any responsibility for any loss arising to any person acting or refraining from acting as a result of any material contained in this Hotline. It is recommended that professional advice be taken based on the specific facts and circumstances. This Hotline does not substitute the need to refer to the original pronouncements.

This is not a Spam mail. You have received this mail because you have either requested for it or someone must have suggested your name. Since India has no anti-spamming law, we refer to the US directive, which states that a mail cannot be considered Spam if it contains the sender's contact information, which this mail does. In case this mail doesn't concern you, please unsubscribe from mailing list.

## Research Papers

### M&A In The Indian Technology Sector

February 19, 2025

### Unlocking Capital

February 11, 2025

### Fintech

January 28, 2025

## Research Articles

### Re-Evaluating Press Note 3 Of 2020: Should India's Land Borders Still Define Foreign Investment Boundaries?

February 04, 2025

### INDIA 2025: The Emerging Powerhouse for Private Equity and M&A Deals

January 15, 2025

### Key changes to Model Concession Agreements in the Road Sector

January 03, 2025

## Audio

### Securities Market Regulator's Continued Quest Against "Unfiltered" Financial Advice

December 18, 2024

### Digital Lending - Part 1 - What's New with NBFC P2Ps

November 19, 2024

### Renewable Roadmap: Budget 2024 and Beyond - Part I

August 26, 2024

## NDA Connect

Connect with us at events, conferences and seminars.

## NDA Hotline

Click here to view Hotline archives.

## Video

### Arbitration Amendment Bill 2024: A Few Suggestions | Legally Speaking With Tarun Nangia | NewsX

February 12, 2025

**What India’s Transition to New Data  
Protection Law Means for Global  
Businesses**

January 23, 2025

**India 2025: The Emerging  
Powerhouse for Private Equity and  
M&A Deals**

January 16, 2025

---