

## HR Law Hotline

July 08, 2021

### VACCINATING INDIA: WEIGHING PUBLIC AND INDIVIDUAL WORKER RIGHTS

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#### SUMMARY

As the devastating surge of a second covid-19 wave ebbs in India, we have realised the importance of vaccination. Since early 2021, employers have been gearing up for employee vaccinations, attempting to understand the nuances of the law surrounding these uncharted territories.

#### Government circulars on workplace vaccination

In April 2021, the Ministry of Health and Family Welfare (MoHFW), released its Guidance on Covid-19 Vaccination at Work Places (Government & Private) permitting private employers to collaborate with private covid-19 vaccination centres to inoculate employees over the age of 45.

The government subsequently clarified through letter dated 21 May 2021 to allow vaccination of employees over the age of 18 and their family members and dependents at workplace vaccination centres owing to the MoHFW's Liberalised Pricing and Accelerated National Covid-19 Vaccination Strategy.

As a result, employers initiated the process for facilitating their employees and their dependants to be vaccinated through employer-organised camps. Luckily, after the initial vaccine shortage in India, things appear to be back on track and employers are now coordinating for the second dose of vaccine.

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

– Sayantani Saha & Vikram Shroff

You can direct your queries or comments to the authors

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