

The Future World of Work

Global Guide on Employment Implications of the COVID-19 Vaccination



The rollout of COVID-19 vaccines around the world has inevitably prompted a number of questions from businesses, such as whether they can require their staff to have the vaccine as part of their making the workplace as safe as practicable, and what their options are if an employee refuses to have it.

In this guide, we set out the key questions that employers are likely to have about the COVID-19 vaccine and the implications for the workplace. Lawyers from our Labour & Employment team have provided outline answers to these questions for their particular jurisdiction. As will be seen from the responses, approaches still differ from country to country – businesses should, therefore, continue to keep abreast of developments in the different countries that may affect them – a one-size-fits-all approach across your international network is definitely not recommended.

Please note that this guide is intended as a high-level overview only and should not be regarded as a substitute for legal advice. It sets out the position as at 23 September 2021.

We recommend that you always check the latest position with your local labour & employment lawyer. Where “✓/✗ Maybe” responses are given, they may be dependent on the facts and specific advice should always be taken.

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Further Resources

GLOBAL EDGE

Employment Law Resource for Legal and HR Professionals

As businesses become more global, in-house lawyers and HR professionals are finding it increasingly difficult to keep on top of key employment laws and developments in the countries where they do business. In collaboration with our global network of preferred specialist labour and employment lawyers, we developed [Global Edge](#). Global Edge is the next level of legal innovation, where design, technology and legal knowledge merge into one, helping multinational companies save time and money when researching foreign employment law requirements.

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- Intelligent search functionality
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This guide contains answers to the following questions for each of the jurisdictions listed on page 2. If you would like to have access to a copy of the full guide, please do not hesitate to [contact us](#).

- What is the latest position concerning the rollout of the vaccine?
- Has the government made it mandatory to have the vaccine?
- Can employers implement a “no jab, no job” policy?
- Would it make any difference if the employee/applicant said they could not/would not have the vaccine because of their religious beliefs or because they had a condition that amounted to a disability under discrimination legislation?
- Will employers be able to arrange for the vaccination of their own staff?
- Will employers be obliged to ensure their staff get vaccinated?
- Would an employee’s refusal to have the vaccine constitute an unreasonable failure to comply with a reasonable management request?
- Should employers check employees’ vaccination status before allowing them into the workplace?
- Is there provision for a “vaccination passport” in this country and, if so, can employers ask employees to show that before allowing them into the workplace?
- Can employers refuse entry to the workplace if an employee refuses to have the vaccine?
- Can a client refuse to allow our staff on its premises/to work alongside its own employees unless our staff have had the vaccine?
- Are there data protection/privacy considerations in relation to this?
- Are there any other issues that employers should consider in relation to this issue?
- Is there any guidance available for employers?



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