

HR Law Hotline

July 20, 2021

BACK TO OFFICE? LEGAL CONSIDERATIONS FOR A COVID-FREE WORKPLACE

This article was originally published on 12th July 2021 in



SUMMARY

While offices are bound to reopen in due course, employers have an obligation of duty of care towards their employees to provide for a safe and healthy workplace. Even with one case of COVID-19 infected employee, the entire workplace and their families can be at risk.

Several employers, especially in the IT/ITES sector have had a positive work from home (WFH) experience. However, as the second wave and related lockdown ends in several parts of the country, employers would be keen to require their employees to return to office. Apple has recently announced that its staff will be required to work at least three-days a week at their desks. Similarly, Amazon is expecting its employees in the U.S., U.K. and other countries to resume working on site, for at least three days a week.

HR managers have already started to plan return to offices. For an initial phase, employers are likely to prefer employees who are vaccinated, as they have lower risk of being infected with COVID-19 virus. With the vaccination drive being in an overtime mode in India and thanks to the introduction of Liberalised Pricing and Accelerated National COVID-19 Vaccination Strategy of the government, a majority of the employees are likely to be vaccinated in the next few months. India has administered more than 8 million COVID-19 vaccine doses on June 21, 2021, which is the highest single-day number of jabs in the world.

While offices are bound to reopen in due course, employers have an obligation of duty of care towards their employees to provide for a safe and healthy workplace. Even with one case of COVID-19 infected employee, the entire workplace and their families can be at risk

We are listing below certain legal considerations for HR managers in order to build a Covid-free workplace:

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

— Archita Mohapatra & 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

Mergers & Acquisitions

July 11, 2025

New Age of Franchising

June 20, 2025

Life Sciences 2025

June 11, 2025

Research Articles

2025 Watchlist: Life Sciences Sector India

April 04, 2025

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

Audio

CCI's Deal Value Test

February 22, 2025

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

NDA Connect

Connect with us at events, conferences and seminars.

NDA Hotline

Click here to view Hotline archives.

Video

Reimagining CSR: From Grant Giving to Blended Finance & Outcome Based Funding

June 16, 2025

Courts vs Bankruptcy code: The

