

Country	Lockdown rating <sup>11</sup> , vaccination status <sup>12</sup> and timetable for exit	Travel and quarantine restrictions	Childcare and education restrictions	Level of financial support for employers	Forced business closures	Workplace restrictions and guidance	Can employees who refuse vaccine be prevented from entering workplace?	Any special protection from dismissal?
Poland Updated: 4 May 2021	Lockdown: High – 71	Severe	Moderate	Low	Severe	Moderate	Yes, but high risk	Yes
	Vaccinated: Medium 24% The entire territory of Poland is currently subject to restrictions. According to recent announcements, restrictions will be gradually removed.	Restrictions relating to plane travel (mainly international) are in place, but subject to frequent change. International train travel also restricted. 10-day quarantine for foreigners (unless negative test or vaccination certificate presented on arrival). Subject to some exceptions.	Kindergartens and nurseries are open. The youngest children have returned to school since 4 May, all other children to return to school on 29 May.	Limited financial support has been introduced for certain businesses. Limited social security relief schemes available to businesses affected by downtime (i.e. applicable only for certain sectors). Support schemes soon to be over.	Cinemas, gyms, pubs and music venues are closed, and exhibitions called off. Restaurants can open for delivery and takeaway only (from 15 May food can be served outside; full opening on 29 May). Shopping malls since 4 May. Hotels to open from 8 May.	Offices and workplaces generally open, subject to complying with health and safety guidelines. Click <a href="#">here</a> for official government guidance on social distancing measures.	There is no explicit regulation about this. Under general OHS rules, employers can deny employees access to work only if there is a direct link between COVID-19 contraction and work carried out by the employee. However, there is still a high risk of discrimination claims.	Yes, employees protected from dismissals on economic grounds (e.g., liquidation of employee's position) for the duration of state financial support. Dismissals on grounds of employee's underperformance or misconduct are not restricted. In businesses where no state aid is granted there is no dismissal protection.