

EngenderHealth Benefits—India



Benefits as of January 2022

Engender Health offers competitive pay based on the work you do here and not your previous salary. We also offer excellent benefits for India-based employees, including:

- ✿ 20 vacation days
- ✿ 3 personal days
- ✿ 12 sick days
- ✿ 15 national festival holidays
- ✿ 26 weeks maternity leave
- ✿ 20 days paternity leave
- ✿ Additional leave includes paid time off for:
 - Relocation
- ✿ EngenderHealth also pays for:
 - AD&D insurance
 - Life insurance coverage three times the employee's annual salary subject to free cover limit of INR. 1,20,00,000
 - Business travel accident insurance
 - Medclaim to cover hospitalization expenses for self and family up to INR 800,000 per annum
 - Medical reimbursement up to INR 35,000 per annum
 - Gratuity after one year of service
- ✿ Retirement benefits include 12% employer contribution to Provident Fund with 12% of employee contribution of base salary
- ✿ Employee Assistance Program

